

6	Proposer website address (or addresses):	REV Group, Inc. www.REVGROUP.com American Emergency Vehicles www.AEV.com Horton Emergency Vehicles www.HortonAmbulance.com Road Rescue Emergency Vehicles www.RoadRescue.com Wheeled Coach Ambulance www.WheeledCoach.com Leader Emergency Vehicles www.LeaderAmbulance.com REV Ambulance Remount Centers www.revambulanceremountcenters.com
7	Proposer's Authorized Representative (name, title, address, email address & phone) (The representative must have authority to sign the "Proposer's Assurance of Compliance" on behalf of the Proposer and, in the event of award, will be expected to execute the resulting contract):	Proposed Authorized Representative: Scott Barnes, Vice President of Sales, REV Ambulance Group, Inc. 2737 N. Forsyth Road, Winter Park, FL 32792 T. 321.441.8025 F. 866.427.8014 M. 407.462.6226 Scott.Barnes@revgroup.com
8	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Proposed Primary Contact: Holly Russell, Manager of Sales, Road Rescue Emergency Vehicles 2737 N. Forsyth Road, Winter Park, FL 32792 M. 407.754.7181 Holly.Russell@revgroup.com

9	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Proposer's other contacts: American Emergency Vehicles (AEV): Randy Barr, Director of Sales 101 AEV Lane, Jefferson, NC 28640 Randy.Barr@AEV.com M. 336-846-8080 Jennifer Hurley, Coordinator of Sales 101 AEV Lane, Jefferson, NC 28640 jennifer.barker@revgroup.com M. 336-846-8173 Horton Emergency Vehicles (Horton) Dave Marshall, Director of Sales 3800 McDowell Rd, Gove City, OH 43123 Dave.Marsahl@HortonAmbulance.com M. 574.903.8673 Jason Cavallo, Manager of Sales 3800 McDowell Rd, Grove City, OH 43123 Jason.Cavallo@HortonAmbulance.com 614-563-4227 Leader Emergency Vehicles (Leader) Geoff Maze, Manager of Sales geoff.maze@leader-ambulance.com 626-377-2931 Irina Hot, General Manager Irina.Hot@RevGroup.com 786-877-0038 Road Rescue Emergency Vehicles (Road Rescue) Mark Schwartzbauer, Director of Sales 2737 N. Forsyth Road, Winter Park, FL 32792 Holly Russell, Manager of Sales 2737 N. Forsyth Road, Winter Park, FL 32792 Holly.Russell@revgroup.com M. 407.754.7181 Wheeled Coach Ambulance (Wheeled Coach): Abel Del Rio, Director of Sales 2737 N. Forsyth Road, Winter Park, FL 32792, Abel.delrio@revgroup.com M. 407-341-1452 Greg DeForge, Manager of Sales 2737 N. Forsyth Road, Winter Park, FL 32792 Gregory.Deforge@revgroup.com M.689.444.1738 REV Ambulance Remount Centers Dave Howard, Remount Specialist Grove City-3563 Southpark Place, Grove City, OH 43123 DHoward@REVgroup.com M (614) 305-2323 Jennifer Hurley, Coordinator of Sales Jefferson-150 Northwest Drive, Jefferson, NC 28640 jennifer.barker@revgroup.com M. 336-846-8173
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Table 2: Company Information and Financial Strength

Line Item	Question	Response *
10	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested equipment, products or services.	REV Group® manufactures specialty vehicles, including buses, fire trucks, ambulances, and recreational vehicles. Its history, values, and business philosophy have been shaped by various acquisitions and a commitment to producing reliable specialty vehicles for multiple industries.

REV Group® companies are leading designers and manufacturers of specialty vehicles and related aftermarket parts and services. Our companies serve a diversified customer base, primarily in the United States, through three segments: Fire & Emergency, Commercial, and Recreation. They provide customized vehicle solutions for applications, including essential needs for public services (ambulances, fire apparatus, school buses, and transit buses), commercial infrastructure (terminal trucks and industrial sweepers) and consumer leisure (recreational vehicles). REV's diverse portfolio is made up of well-established principal vehicle brands, including many of the most recognizable names within their industry. Several of our brands pioneered their specialty vehicle product categories and date back more than 50 years. REV Group® trades on the NYSE under the symbol REVG.

History:

The REV Group's history began when American Industrial Partners (AIP) established the company in 2010 by combining four well-established specialty vehicle brands. Over the next several years, REV Group® expanded its portfolio by acquiring various established brands in the specialty vehicle industry, allowing the company to increase its footprint and diversify its product offerings.

Company Values:

Safety:

Safety is paramount for REV Group®, given the nature of the vehicles it manufactures. The company is dedicated to ensuring the reliability and safety of its vehicles, whether they are ambulances, fire trucks, or other specialty vehicles, as they are used in critical and often life-saving situations.

Quality:

Quality is another core value of the REV Group®. The company aims to maintain high standards in manufacturing, ensuring its vehicles meet the expectations and needs of its diverse customer base.

Innovation:

The REV Group® also emphasizes innovation as a way to stay competitive and meet the evolving needs of its customers. The company invests in research and development to introduce new and improved vehicle designs and features.

Customer Focus:

The company is committed to understanding and fulfilling the needs of its customers. Providing reliable and efficient customer service and support is a priority, ensuring customers have the vehicles they need when they need them.

Business Philosophy:

REV Group's business philosophy is grounded in these core values, and it emphasizes the importance of collaboration internally among its various brands and externally with its customers. By working together and prioritizing safety, quality, innovation, and customer service, REV Group® aims to continue its success in the specialty vehicle industry.

Industry Longevity:

REV Group's longevity in the industry is attributed to its robust portfolio of established brands, many of which have histories dating back decades. The company's strategy of acquiring and integrating successful specialty vehicle manufacturers has allowed it to benefit from the experience and expertise of these brands, contributing to its longevity and success in the industry. Below is information related to each of the ambulance manufacturing brands under the umbrella of REV Group's division of ambulance REV Ambulance Group.

AEV

The History of AEV

In 1991, a vision was born out of a profound commitment to uphold the greatest standards of American craftsmanship in ambulance manufacturing. Recognizing the gravity of our role in saving lives, we are deeply dedicated to the responsibility we shoulder. This unwavering dedication has led AEV to its esteemed position as America's top-selling ambulance brand.

Hailing from North Carolina, a region celebrated for its exemplary furniture craftsmanship, AEV ambulances are sculpted by artisans whose skills have been honed over decades. With some boasting a craft legacy spanning 30 years, their unparalleled attention to minutiae and fervor ensures each AEV ambulance stands as a paragon of quality and worth. This spirit of camaraderie and warmth from our team endures well beyond the initial purchase.

The immaculate ambiance of our factory mirrors the pride and precision that goes into each ambulance. Our relentless pursuit of perfection, combined with an ingrained emphasis on safety, is evident not just in every product but also in every

craftsman's touch. At AEV, we don't just manufacture ambulances; we carry forward a legacy of unparalleled excellence.

Horton

The History of Horton

Established in 1968, Horton Emergency Vehicles stands as one of the longest-standing and most esteemed emergency medical vehicle brands. Horton has been at the forefront of numerous advancements that are now considered industry standards in the ambulance world. Among their pioneering achievements are the inception of the van-style ambulance, the creation of the first entirely aluminum modular body vehicle, the integration of hospital-grade electrically managed oxygen systems, user-friendly rear step lifts, solid-state digital electrical infrastructures, aluminum modular storage cabinets, power door lock mechanisms for patient doors, automated electrical load control systems, and the ambulance sector's inaugural rollover airbag mechanism for patient zones.

Horton is the pioneer in dynamic crash testing for its vehicles, a practice it adopted in 1972, well before it became a regulatory requirement. Utilizing instrumented mannequins, Horton's dedication to R&D has led to a multitude of safety innovations throughout the decades.

Guided by our mission to "Craft the world's premier custom ambulances," we pride ourselves on unparalleled customization options, a fully wood-free construction, standard rollover airbag safety in patient zones, a default multiplexed electrical configuration, universally integrated 4-point retractable seatbelts, multi-density-foam-protection-at-potential-head-impact-sites-, and sites, and a myriad of features that set us apart from the competition.

However, our unwavering commitment has been to safety amid our myriad of features. With half a century's worth of rigorous testing to underscore this dedication, Horton consistently produces superior-quality, technologically progressive, highly adaptable, and safe vehicles. Our enduring legacy is evident from our inception in 1968, with over 20,000 vehicles constructed and dispatched to date.

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Leader Emergency Vehicles

The History of Leader

In 1974, Gary Hunter was working at a motor home manufacturer looking to expand its product line. Hunter's idea to build ambulances on cutaway truck chassis instead of the usual Cadillac station wagon chassis was met with skepticism. But his first efforts were so well received that the ambulance division was soon spun off.

Gary Hunter and the other employees at the newly formed Leader Ambulance plant got to work. The first vehicles they produced were two 1975 Chevrolet G20 Type 2 ambulances with a revolutionary molded fiberglass design that wrapped around to a partial street-side wall.

Leader soon began building Type 3 modular ambulances in addition to van-chassis

ambulances. From gasoline shortages of the 1970s to the consolidation of the ambulance industry in the 1990s, we maintained a reputation for producing reliable vehicles built to last. In 2010, Leader became part of REV Group, a holding company comprised of over two dozen industry leading specialty vehicle manufacturers.

We have built our reputation on listening to the people who work in our ambulances day in and day out.

Each vehicle we make starts with a 3D CAD drawing customized to your specific needs.

production is then carefully scheduled to ensure your vehicle is ready by the promised date.

Components are cut to exacting tolerances using our industrial CNC high-speed router and our edge banding machine provides a long-lasting, highly durable finished edge.

At Leader we are constantly looking for new technologies to enhance the quality and durability of the product, like 3D printing, vacuum forming, decal and laser cutting.

Then the assembly process begins. We build our own wire harnesses to ensure an electrical system you can rely on, and even mix our own paint to avoid waste and make sure we match your colors perfectly.

Everything comes together in our state-of-the-art final assembly plant. We provide our personnel with only the best equipment and use lean manufacturing techniques to provide you with the best possible value.

Road Rescue

The History of Road Rescue

Leading the frontier of critical care transport, Road Rescue symbolizes America's unwavering commitment to saving lives. Operating seamlessly around the globe and clock, our ambulances consistently deliver patients safely and swiftly to necessary healthcare facilities. As a beacon of hope and assurance, our "vehicles for life" unite and safeguard lives in pivotal moments of need. Our emergency vehicles are "In Service for Life" sprawled across the United States, from Maryville, Washington to Winter Park, Florida, and the Tar Sands of Canada; our top-tier manufacturing facilities embody operational excellence, spanning over an impressive 311,000 square feet of space.

Profound Legacy of Road Rescue

Rooted in a robust history that dates back to 1976, Road Rescue Inc. was born out of Bill Huestis's unwavering commitment to creating ambulances that stand up to critical life-saving tasks. This enduring vision propelled the transformation from a modest warehouse in St. Paul, Minnesota, to a state-of-the-art 311,000 sq. ft. ISO-certified factory in Winter Park. Over 47 triumphant years, our ambulances, engineered with precision and excellence, have continuously shattered industry standards and exceeded the ordinary, offering unmatched durability and reliability.

Strategic Evolution

Navigating through eras and leadership, Road Rescue's relentless pursuit of innovation and quality has remained steadfast. Despite changes and relocations, today, located at the facilities of REV Ambulance Group Orlando Inc., we stand as a testament to the resilience and continual growth in ambulance manufacturing. This unwavering commitment amplifies our capability to ensure that your fleet remains perennially in service, fortified by pioneering innovations and features that revolutionize the rescue mission.

Core Values and Unyielding Commitment

For nearly half a century, our enduring values have fueled the creation of custom vehicles that define exceptional quality and safety. Each ambulance is a unique masterpiece, meticulously crafted by a dedicated team of skilled artisans in our Winter Park, FL factory, to deliver unmatched performance and timely delivery, consistently meeting the exigent demands of life-saving missions.

Comprehensive Business Philosophy

As a vital part of the expansive REV Group, we take pride in our extensive lineup of 30 specialty vehicle brands that contribute to diverse sectors, including emergency and recreational. With a formidable fleet of over 300,000 vehicles in active service, our integrated approach transcends mere manufacturing. Our robust business model harnesses our expansive scale to drive consistent growth and deliver high-quality, tailor-made products, ensuring shortened lead times and cost efficiency reinforcing our competitive edge in the market.

Unmatched Longevity and Service

Our illustrious legacy of manufacturing premier custom ambulances since 1976

underscores our unwavering commitment to elevating industry standards. Our comprehensive support framework, including a dedicated team and an extensive dealer network across the United States and Canada, reinforces our promise of unparalleled service and reliability. This enduring commitment solidifies our position as a trusted partner in the ambulance industry, echoing our unwavering pledge to life, safety, and unwavering service excellence.

In this rich tapestry of dedication, innovation, and service, Road Rescue stands as a beacon of reliability and excellence, reinforcing our unyielding commitment to supporting and enhancing life-saving missions worldwide, one custom ambulance at a time.

Wheeled Coach

History of Wheeled Coach

In the heart of downtown Orlando in 1975, Robert Collins Sr. envisioned a company that would revolutionize the emergency vehicle industry. With that vision, Wheeled Coach, Inc. was birthed. With only a team of five, they initially specialized in crafting Wheelchair Vans and Type II Ambulances. As the years progressed and the demand surged, 1980 saw them relocating to their present headquarters on North Forsyth Rd in Winter Park.

A pivotal moment arrived in 1983 when Wheeled Coach went public. By 1985, Collins Industries, a prominent name in Kansas bus and small ambulance production, acquired them. This acquisition briefly moved Wheeled Coach's operations to Kansas. However, by the early 1990s, all manufacturing operations returned to Orlando, marking a renewed emphasis on innovation, quality, and safety. The year 1993 was notable as the company began producing Type III ambulances.

Wheeled Coach's reputation in the EMS industry solidified in the early 2000s. A commitment to harnessing technology meant enhanced efficiency and consistency in production. The company was also setting new safety benchmarks, leveraging scientific data for better results. A landmark event in March 2010 saw Wheeled Coach testing their Type III ambulance using the Insurance Institute for Highway Safety Side Impact Crashworthiness Evaluation Protocol IV, which attested to the resilience of the Wheeled Coach design with only minor damages observed.

Incorporated within the REV Group family now, Wheeled Coach's commitment to pushing boundaries didn't wane. A 2017 independent test on modular body rollover further vouched for the robustness and safety of Wheeled Coach ambulances. 2020 celebrated 45 remarkable years, underscoring why they are deemed "Trusted by the Toughest."

Core Values

A lineage rooted in unyielding passion; Wheeled Coach ambulances are a testament to relentless performance even in the harshest conditions. They are crafted to mirror the indomitable spirit of the heroes who use them.

Longevity

For over four decades since 1975, Wheeled Coach has been synonymous with superior custom ambulances. Our vision is to amplify our footprint in the ambulance domain year after year. Our support extends beyond just products; our dedicated five-member team stands ready to assist customers with electrical schematics, engineering drawings, and more. Furthermore, our extensive dealer network, encompassing 19 dealers across the U.S., all come equipped with service facilities. Most even offer mobile services, ensuring our ambulances are always ready to serve.

REV Remount Centers

REV Ambulance Group, encompassing a diverse and prestigious portfolio of ambulance brands, including Horton, AEV, Wheeled Coach, Road Rescue, and Leader, stands at the forefront of innovation and quality in the emergency vehicle sector. Our extensive network of remount centers across the United States is a testament to our commitment to longevity, sustainability, and customer service.

At REV Ambulance Group, we understand that the lifecycle of an ambulance extends far beyond its initial purchase. That's why we've established a robust network of remount centers, strategically located to serve our diverse customer base effectively. These centers specialize in refurbishing and remounting ambulances, offering a cost-effective and environmentally friendly alternative to purchasing new vehicles.

Each remount center within the REV Ambulance Group network adheres to the highest standards of quality and craftsmanship, ensuring that each refurbished vehicle meets or exceeds original manufacturing specifications. Our skilled technicians, many of whom are direct employees of REV Ambulance Group, bring a wealth of experience and expertise to every project, whether it's a simple

refurbishment or a complex remount.

The remount process is not only an economical solution for budget-conscious departments but also an opportunity to upgrade and modernize existing fleets with the latest technology and equipment. This approach aligns with our commitment to sustainability, reducing waste and extending the useful life of each vehicle.

Moreover, the remount centers offer an extensive range of services, including custom modifications and upgrades, to ensure that each ambulance meets the specific needs of its users. Whether it's Horton's renowned durability, AEV's innovative design, Wheeled Coach's versatility, Road Rescue's custom solutions, or Leader's exceptional quality, each brand within REV Ambulance Group benefits from the shared knowledge and resources of our remount centers.

In summary, REV Ambulance Group's network of remount centers is a critical component of our comprehensive approach to serving the emergency vehicle market. By offering high-quality remount services, we provide our customers with cost-effective, sustainable solutions, while maintaining the integrity and reliability that our brands are known for.

Grove City

The REV Ambulance Remount Center in Grove City, Ohio spans over 60,000 sq feet and offers advanced service and remount capabilities.

Built-in 2021, the REV Ambulance Remount Center – Grove City offers OEM quality remount services for REV Ambulance brands. Additionally, the facility offers solutions for advanced body repair and service work. The REV Ambulance Remount Center supports dealers by offering a remount and service option for overflow work or by providing a solution to dealers who do not have these capabilities in-house. Over 35,000 square feet of the Grove City facility are exclusively committed to remount production. This modern facility has all the necessary equipment to unmount and remount bodies from old chassis and perform necessary repairs while maintaining the structural body warranty for REV-branded products. REV always follows the guidelines of the Ford Quality Vehicle Modifier (QVM) Program regardless of the brand of chassis. This ensures the same quality goes into each remounted ambulance as the original, new ambulance.

Apart from dedicated remount space, the REV Ambulance Remount Center – Grove City has 7,000 square feet of special project area. The space is designated to provide upfit services for command vehicles, fly cars, state vehicles, and other unique applications.

The Grove City facility also includes two state-of-the-art paint booths that cover 7,500 square feet. These paint booths are 40 feet long by 20 feet wide which allows Grove City to paint any emergency vehicle, including but not limited to: ambulances, single pumpers, and city trucks. Paint prep booths are equipped with new generation triple air filtration systems which improve the overall finish quality as well as provide enhanced protection of the environment. REV Remount Center – Grove City has installed the latest Graco plural component systems to ensure proper component mixing ratios for both primer and finishing coats. All paint booths have integrated electronically controlled baking cycles, capable of reaching 160 degrees Fahrenheit which reduces painting and curing time. REV Ambulance Remount Center – Grove City can help with the full remount and minor refurbishment needs based on each customer's requirements. The Grove City facility will quote your remount or service request based on your individual scope of work and current industry requirements, such as FMVSS, to ensure your vehicle is built to the latest federal safety requirements. Your remount will be performed by a trained remount team ensuring that all the work is performed to REV Remount standards.

Jefferson

The REV Ambulance Remount Center in Jefferson, North Carolina spans over 25,000 square feet and offers advanced remount services for the REV family of brands. The REV Ambulance Remount Center supports dealers by offering a remount option for overflow work and by providing a solution to dealers who do not have these capabilities in-house. This modern facility has all the necessary equipment to unmount and remount bodies from old chassis and perform necessary repairs while maintaining the structural body warranty for REV branded products. REV always follows the guidelines of the Ford Quality Vehicle Modifier (QVM) Program regardless of the brand of chassis. This ensures the same quality goes into each remounted ambulance as the original, new ambulance. The Jefferson facility offers optional body painting services utilizing its state-of-the-art paint booths. Prep booths are equipped with new generation triple air filtration systems which improve the overall finish quality as well as provide enhanced protection of the environment. Primers are applied using the latest advanced electrostatic technology.

		The latest Binks - plural component systems have been installed to ensure proper component mixing ratios for both primer and finishing coats. All paint booths have integrated electronically controlled baking cycles to reduce painting and cure time. REV Ambulance Remount Center – Jefferson specification writing team can help with any remount needs. The Jefferson facility will quote your remount starting with the base remount specifications and will build into the customer's individual scope of work. Each remount adheres to current industry requirements, such as FMVSS, to ensure your vehicle is built to the latest federal safety requirements. Your remount will be performed by a trained remount team ensuring that all the work is performed to REV Remount standards.
11	What are your company's expectations in the event of an award?	If Sourcewell were to honor us with an award, it would undoubtedly serve as a powerful testament to the strength and excellence of REV Group and its subsidiary, REV Ambulance Group, along with all our renowned brands and remount centers. This recognition would resonate within our organization and across the entire Sourcewell community, showcasing our commitment to delivering top-notch products and services. The impact of receiving this contract would extend far beyond a mere acknowledgment of our reputation; it would open up a multitude of new opportunities. Firstly, it would elevate our profile among Sourcewell members, reaffirming our position as a trusted and dependable partner in the industry. This increased visibility would undoubtedly translate into a substantial boost in sales prospects for our brands, further solidifying our presence in the market. Furthermore, we anticipate tangible process enhancements for both our establishment and the broader Sourcewell membership. The Sourcewell award would serve as a catalyst for refining the procurement methodology, streamlining it to be more efficient, cost-effective, and user-friendly. Instead of grappling with the complexities and delays often associated with traditional acquisition processes, this award would pave the way for a smoother and more straightforward approach. It would eliminate the typical ambiguities and hurdles that can hinder equipment acquisitions, benefiting all parties involved. By being affiliated with Sourcewell through this prestigious award, we would forge a collaborative advantage that ensures Sourcewell, REV Group, REV Ambulance Group, our various brands, and our extensive network of remount centers all reap the rewards of this synergistic relationship. This partnership would enhance our collective capabilities and facilitate a more seamless and efficient experience for all Sourcewell members, fostering a win-win scenario that transcends the contract itself.

12	Demonstrate your financial strength and stability with meaningful data. This could include such items as financial statements, SEC filings, credit and bond ratings, letters of credit, and detailed reference letters. Upload supporting documents (as applicable) in the document upload section of your response.	December 13, 2023 NEWS RELEASE FOR IMMEDIATE RELEASE REV GROUP, INC. REPORTS STRONG FISCAL 2023 FOURTH QUARTER AND FULL YEAR RESULTS PROVIDES FISCAL 2024 FULL YEAR GUIDANCE • Fourth quarter and full year net sales of \$693.3 million and \$2,638.0 million, respectively • Fourth quarter and full year net income of \$29.7 million and \$45.3 million, respectively • Fourth quarter and full year Adjusted EBITDA1 of \$54.0 million and \$156.6 million, respectively • Fourth quarter and full year Adjusted Net Income1 of \$31.7 million and \$80.5 million, respectively • Full year cash provided by operating activities of \$126.5 million; end of year Net Debt2 of \$128.7 million Brookfield, Wis.--(BUSINESS WIRE) -- REV Group, Inc. (NYSE: REVG) today reported results for the three months ended October 31, 2023 ("fourth quarter 2023"). Consolidated net sales in the fourth quarter 2023 were \$693.3 million, representing an increase of 11.2 percent compared to \$623.6 million for the three months ended October 31, 2022 ("fourth quarter 2022"). The increase in consolidated net sales was primarily due to an increase in net sales in the Fire & Emergency ("F&E") and Commercial segments, partially offset by a decrease in net sales in the Recreation segment. Consolidated net sales were \$2,638.0 million for the twelve months ended October 31, 2023 ("full year 2023"), which was an increase of 13.1 percent over the twelve months ended October 31, 2022 ("full year 2022"). The company's fourth quarter 2023 net income was \$29.7 million, or \$0.50 per diluted share, compared to net income of \$8.7 million, or \$0.15 per diluted share, in the fourth quarter 2022. Adjusted Net Income for the fourth quarter 2023 was \$31.7 million, or \$0.53 per diluted share, compared to Adjusted Net Income of \$16.2 million, or \$0.28 per diluted share, in the fourth quarter 2022. Net income for the full year 2023 was \$45.3 million, or \$0.77 per diluted share, compared to net income of \$15.2 million, or \$0.25 per diluted share in full year 2022. Adjusted EBITDA in the fourth quarter 2023 was \$54.0 million, compared to \$33.5 million in the fourth quarter 2022. The increase in Adjusted EBITDA during the quarter was driven by increased contributions from the F&E and Commercial segments, partially offset by a decrease in the Recreation segment. Full year 2023 Adjusted EBITDA was \$156.6 million, compared to \$105.1 million in full year 2022. "We are pleased to deliver strong fourth quarter and full year results which are a testament to the progress of the operational initiatives we have put in place over the past few quarters, and the hard work of our dedicated employees," REV Group Inc. President and CEO Mark Skonieczny said. "We exited our 2023 fiscal year with a strong balance sheet, solid municipal end markets, and a record Fire & Emergency backlog which we believe positions us well for fiscal 2024." REV Group Fourth Quarter Segment Highlights Fire & Emergency Segment F&E segment net sales were \$339.1 million in the fourth quarter 2023, an increase of \$86.1 million, from \$253.0 million in the fourth quarter 2022. The increase in net sales compared to the prior year quarter was primarily due to increased shipments of fire apparatus and ambulance units, a favorable mix of ambulances units and price realization. F&E segment backlog at the end of the fourth quarter 2023 was \$3,649.8 million, an increase of \$1,060.4 million compared to \$2,589.4 million at the end of the fourth quarter 2022. The increase was primarily the result of continued demand and strong order intake for fire apparatus and ambulance units, and pricing actions, partially offset by increased unit production and shipment activity against backlog. F&E segment Adjusted EBITDA was \$26.8 million in the fourth quarter 2023, an increase of \$24.9 million from \$1.9 million in the fourth quarter 2022. Profitability within the segment benefited from higher unit sales, a favorable mix of ambulance units, and price realization, partially offset by inflationary pressures. SEC Report attached Table 2:Financial Strength Line 12
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13	What is your US market share for the solutions that you are proposing?	With an impressive market share of approximately 57%, REV Group Ambulances unquestionably reigns supreme as the uncontested leader in the ambulance manufacturing industry. This substantial market dominance doesn't emerge in isolation but is intricately tied to REV Group's formidable strengths, making it a powerhouse in the field. First and foremost, this commanding market share is a testament to REV Group's unwavering commitment to producing top-quality ambulances. The brand has consistently delivered vehicles that meet and exceed the rigorous demands of emergency medical services, earning the trust and loyalty of customers across the industry. This reputation for reliability and excellence has been cultivated over years of dedication and meticulous attention to detail. Furthermore, REV Group's ability to command over half of the market brings significant strategic advantages. It enables the company to negotiate advantageous terms with suppliers, ensuring a steady supply of high-quality components while maintaining cost-efficiency. This leverage also empowers REV Group to influence industry standards, driving innovation and setting benchmarks that raise the bar for competitors. In addition to these strengths, REV Group's remarkable market presence underscores its dedication to innovation and customer service. By maintaining a deep understanding of the unique requirements of emergency medical services, the company consistently introduces cutting-edge features and improvements, enhancing the functionality and safety of its ambulance offerings. This dedication to continuous improvement and its relentless pursuit of excellence have allowed REV Group Ambulances to secure its premier position in the industry. Organizations seeking dependable and top-tier ambulance solutions naturally turn to REV Group due to its unmatched track record and the assurance of quality it brings. This leadership isn't just a source of pride for the company; it represents an unwavering commitment to excellence that ultimately benefits emergency medical service providers and the communities they serve, reinforcing REV Group's status as an industry titan.
14	What is your Canadian market share for the solutions that you are proposing?	REV Group Ambulance, as a subsidiary of the parent company REV Group, has a proud history of partnering with dealers in Canada to provide high-quality ambulance solutions. While specific market share data for the proposed solutions in Canada is currently being assessed, we are optimistic about our potential to expand REV Ambulance Group's presence in the Canadian market further. It's important to note that REV Group Ambulance's offerings, including brands like Road Rescue and Wheeled Coach, are designed to meet the stringent Alberta Health and Wellness Certification standards. This commitment to adhering to rigorous quality and safety standards clearly indicates our dedication to providing top-tier ambulance solutions in the region. As we continue to work with our Canadian partners and engage with the market, we anticipate that REV Group Ambulance's presence and market share in Canada will grow, driven by our unwavering commitment to delivering reliable and high-quality ambulance vehicles that meet the unique needs of Canadian healthcare providers and communities. We are excited about the opportunities to contribute to the Canadian healthcare landscape and enhance emergency medical services in the region.
15	Has your business ever petitioned for bankruptcy protection? If so, explain in detail.	No, neither REV Group nor REV Ambulance Group, along with our associated brands, has ever petitioned for bankruptcy protection. Our organizations maintain a strong financial standing and a commitment to delivering top-quality products and services to our customers.

16 How is your organization best described: is it a manufacturer, a distributor/dealer/reseller, or a service provider? Answer whichever question (either a) or b) just below) best applies to your organization. a) If your company is best described as a distributor/dealer/reseller (or similar entity), provide your written authorization to act as a distributor/dealer/reseller for the manufacturer of the products proposed in this RFP. If applicable, is your dealer network independent or company owned? b) If your company is best described as a manufacturer or service provider, describe your relationship with your sales and service force and with your dealer network in delivering the products and services proposed in this RFP. Are these individuals your employees, or the employees of a third party?	REV Ambulance brands are best described as b) a manufacturer and service provider. As the leader in ambulance manufacturing, REV Ambulance Group's approach to delivering the products and services proposed in this RFP involves a strategic alignment with its portfolio of prestigious brands, each with unique strengths and distribution networks. Our relationship with our sales and service force, as well as our dealer network, is a well-orchestrated blend of dedicated employees and independent entities. For brands like Wheeled Coach and Road Rescue, known for their high-quality custom ambulances, we have established partnerships with a nationwide independent dealer network. These dealers are individually owned and managed entities. To ensure that our customers receive unparalleled service and expertise, Wheeled Coach and Road Rescue have invested in a dedicated Director of Sales and Sales Managers. These professionals are responsible for offering product training and guidance to our expansive dealer force, enabling them to represent our brands effectively. In the case of Horton, our approach is slightly different. Horton primarily operates as a manufacturer, directly handling sales, parts, and services in two states. However, for the rest of the country, we have established a comprehensive distributor network. This network comprises 14 businesses with 129 dedicated sales and support representatives. Each of these dealers operates as a distinct business, entering into contractual agreements to represent Horton. They work collaboratively with Horton to ensure impeccable sales, service, and support across all 50 states, providing a consistent and responsive customer experience. AEV, another valuable member of the REV Ambulance Group, specializes in manufacturing a broad range of ambulances, from Type II van styles to Medium Duty Chassis ambulances. AEV's strength lies in its robust dealer network, which is well-equipped to handle both sales and service inquiries. This dealer distribution network is extensive and includes both physical service centers and mobile units. It is designed to ensure that customers receive prompt, on-site service, regardless of their location anywhere in the country. Leader sells and services directly in the states of Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Idaho, Illinois, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming. Leader Industries is the distributor for Horton Emergency Vehicles in California and Nevada. We are proud to say that we have been with Horton every step of the way as they developed one of the premier products in our industry. Horton has always been at the forefront of technology when it comes to ambulance design. We have not only been selling the Horton product, but also servicing it. We maintain a large variety of replacement parts as well as knowledgeable staff to help you diagnose and maintain your vehicles. Leader is an authorized dealer for AEV ambulances in California. AEV's full product line compliments our commitment to our customers to offer a wide range of ambulance models from other REV ambulance manufacturers. AEV's Traumahawk™ innovations have exceeded the industry standard, and Leader is pleased to offer this additional line of emergency vehicles. Sales, Parts, and Services are all supported by Leader for customers who have chosen AEV. REV Remount Centers are established to serve our dealer network and customers needing remount services. In summary, our approach is a well-structured combination of dedicated employees, such as Sales Directors and Managers, and independent dealers who operate as partners across our brands. This approach allows us to leverage the strengths of each brand while delivering the highest level of service and support to our customers throughout the United States; all of our service areas and sales area information can be conveniently found through our Dealer Locator on the individual websites for the brands.
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17	If applicable, provide a detailed explanation outlining the licenses and certifications that are both required to be held, and actually held, by your organization (including third parties and subcontractors that you use) in pursuit of the business contemplated by this RFP.	REV Ambulance Group and its parent company, REV Group, proudly uphold the most rigorous industry standards in the field of ambulance manufacturing. This commitment is reflected in an extensive array of licenses, certifications, and requirements that showcase our unwavering dedication to excellence. With nationwide recognition, we are licensed in all 50 states, and all of our ambulance brands carry a prestigious list of credentials that serve as a testament to our commitment to quality and safety. Our notable certifications and designations include: 1. ISO 9001:2015 Certification: Demonstrating our adherence to stringent quality management standards. 2. Designation as a Ford Quality Vehicle Modifier (QVM): Highlighting our expertise and competence in modifying vehicles to meet Ford's high-quality standards. 3. Successful completion of the Society of Automotive Engineers J3057 body integrity test: Ensuring the structural integrity and safety of our ambulance designs. 4. Adherence to the National Fire Protection Association (NFPA) 1917 standards: Meeting the highest safety and performance standards for ambulances. 5. Participation in CAAS Ground Vehicle Standards Development: Contributing to the development of standards for ground ambulance vehicles. 6. Compliance with GSA KKK-1822-F (including all change notices): Meeting the rigorous requirements set by the General Services Administration. 7. Affiliations with the National Institute for Occupational Safety and Health (NIOSH) and the National Institute of Standards and Technology (NIST): Demonstrating our commitment to staying at the forefront of safety and technology. Membership in the Ambulance Manufacturers Division of the National Truck Equipment Association (NTEA/AMD) as an MVP Member: Showcasing our active involvement and leadership in industry associations. Each remount center within the REV Ambulance Group network adheres to the highest standards of quality and craftsmanship, ensuring that each refurbished vehicle meets or exceeds original manufacturing specifications. Our skilled technicians, many of whom are direct employees of REV Ambulance Group, bring a wealth of experience and expertise to every project, whether it's a simple refurbishment or a complex remount. Our unwavering dedication to these exacting standards underscores our commitment to delivering nothing but the best to our stakeholders, including our customers, partners, and the communities that rely on our ambulances for critical healthcare needs.
18	Provide all "Suspension or Debarment" information that has applied to your organization during the past ten years.	None. There has not been suspension or debarment in the REV Group organization or any of the associated ambulance brands.

Table 3: Industry Recognition & Marketplace Success

Line Item	Question	Response *
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19	Describe any relevant industry awards or recognition that your company has received in the past five years	REV Group has been named a 2024 Bronze Military Friendly Employer and Military Friendly Spouse Employer by VIQTORY, a veteran-owned military marketing company. This marks the first year REV Group has been recognized for demonstrating its "commitment, effort and success in creating sustainable and meaningful benefit for the military community" and providing a positive work environment for military Veterans. "REV Group has a long history of supporting the military in each community our vehicles are made, so it's an honor to be recognized," said Mark Skonieczny, president and CEO, REV Group. "We are committed to providing a culture where our Veteran and active-duty military members and military spouses can thrive." "Organizations earning the Military Friendly Employers designation have wholeheartedly invested in comprehensive and impactful initiatives that bring about positive, life-changing results for our valued service members, dedicated military spouses, and esteemed veterans within their ranks," said Kayla Lopez, senior director of Military Partnerships at Military Friendly. "We salute these exemplary employers who raise the bar and understand that hiring military personnel is not merely an act of goodwill but a testament to a standard that truly embodies sound business wisdom." Institutions earning the Military Friendly Employer designation were evaluated using both public data sources and responses from a proprietary survey. Over twelve hundred companies participated in the 2024 Military Friendly® survey. Methodology, criteria, and weightings were determined by VIQTORY with input from the Military Friendly® Advisory Council of independent leaders in the military recruitment community. Final ratings were determined by combining an organization's survey score with an assessment of the organization's ability to meet thresholds for Recruitment, New Hire Retention, Employee Turnover, and Promotion and advancement of veterans and military employees. REV Group will be showcased in the 2024 Military Friendly® Employers in the Winter issue of G.I. Jobs® magazine and on MilitaryFriendly.com Wheeled Coach and Road Rescue shine with esteemed accolades from QVM and NTEA and proudly hold the REV Safety Award. Their state-of-the-art factory meets the prestigious ISO 9001:2015 standard. Horton stands out with special recognitions from Ford QVM and NTEA and boasts the elite MVP title, all while upholding the ISO 9001:2015 certification. AEV is a trailblazer, celebrated by Frost and Sullivan, TRA Green Certification, QVM, and NTEA. Notably, they're hailed as the Best Place to Work in Ashe Co, NC, possess the Star Certification, the revered REV Safety Award, and adhere to the ISO 9001:2015 standard. Leader stands out with special recognitions from Ford QVM, NTEA and been recognized as a Top National Upfitter by Mercedes Benz. Leader has been recognized multiple times in recent years by the REV Group for excellence in Safety. At Leader, innovation starts with listening to our customers. We're not willing to sacrifice vehicle safety, ergonomics or performance. Instead, we find ways to integrate all three. We're constantly looking for ways to improve the quality of our vehicles. We take the time to find the right materials and the right high-precision manufacturing techniques. All to ensure every component in our ambulances can stand up to the demanding job you do every day.
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20	What percentage of your sales are to the governmental sector in the past three years	REV Ambulance Group, encompassing a diverse portfolio of trusted brands, has a solid and longstanding relationship with the governmental sector. Over the past three years, each brand under our umbrella has demonstrated a significant commitment to serving government agencies, as evidenced by the percentage of sales in this sector. AEV (American Emergency Vehicles) has consistently supported government agencies, with approximately 25-30% of their sales over the past three years attributed to this sector. This reflects AEV's strong alignment with the needs of government-based emergency services. Horton, known for its high-quality ambulances, has an even more pronounced focus on government clients. About 90% of Horton's sales in the past three years have been to governmental agencies, underscoring the brand's significant role in public sector emergency medical services. Wheeled Coach, another key player in our group, has maintained over 80% of its customer base within the governmental sector. This highlights Wheeled Coach's expertise in meeting the specific requirements of government agencies for reliable and efficient emergency response vehicles. Road Rescue stands out, with an impressive 95+% of its clientele being governmental agencies. This extraordinary percentage showcases Road Rescue's dedication to and specialization in equipping government bodies with advanced, custom-fit ambulance services. Leader has consistently supported government agencies, with approximately 50% of their sales over the past three years being attributed to this sector. Leader is there to support any governmental agencies needs. In summary, the REV Ambulance Group, through its various brands, demonstrates a strong and focused presence in the governmental sector, with a significant portion of our sales in the past three years dedicated to meeting the rigorous demands of government agencies across the country.
21	What percentage of your sales are to the education sector in the past three years	For all REV Ambulance brands, including AEV, Horton, Wheeled Coach, Road Rescue, and Leader, the percentage of sales to the education sector in the past three years is 1 percent.
22	List any state, provincial, or cooperative purchasing contracts that you hold. What is the annual sales volume for each of these contracts over the past three years?	Wheeled Coach boasts a diverse range of contracts and sales volumes: SAVVIK Buying Group 12 units HGAC 30 units Florida Sheriffs 85 units TX Buy Board 10 units Road Rescue boasts a diverse range of contracts and sales volumes: SAVVIK Buying Group 14 units HGAC 15 units TX Buy Board 5 units Florida Sheriffs 33 units Ohio State STS 12 units Horton boasts a diverse range of contracts and sales volumes: Ohio State Terms Schedule with 65 units Houston/Galveston Area Contract with 80 units Florida Sheriffs Contract with 20 units North Carolina Sheriffs Contract with 2 units SAVVIK with 10 units MAPC with 20 units Northwest Municipal Contract with 40 units Buy Board with 5 units WEMSA with 10 units Sourcewell 19 units AEV boasts a diverse range of contracts and sales volumes: HGAC 123 Units Florida Sheriffs 42 Units Savvik 9 Units First Choice 2 Units Ohio State Terms Schedule 8 Units Leader boasts a diverse range of contracts and sales volumes: HGAC new to contract 2024 no sales as of yet.

23	List any GSA contracts or Standing Offers and Supply Arrangements (SOSA) that you hold. What is the annual sales volume for each of these contracts over the past three years?	GSA Not all REV Group Ambulance brands participate in GSA currently; the brands Wheeled Coach, Road Rescue, and Horton participate in GSA, although all brands have the ability to participate. REV Ambulance Group Orlando, Inc. – 90 units Halcore Group, Inc. – 5 units
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Table 4: References/Testimonials

Line Item 24. Supply reference information from three customers who are eligible to be Sourcewell participating entities.

Entity Name *	Contact Name *	Phone Number *
Memphis Fire Department	Chief Shelton	901-636-1400
City of Burnsville	Terry Richie	952-895-4554
City of Philadelphia	Fredrick J. Harrison	215-626-1879
Flack USA	Steve Taylor	714-587-7707
City of Long Beach	Juan "Luis" Mercado	562-570-5410

Table 5: Top Five Government or Education Customers

Line Item 25. Provide a list of your top five government, education, or non-profit customers (entity name is optional), including entity type, the state or province the entity is located in, scope of the project(s), size of transaction(s), and dollar volumes from the past three years.

Entity Name	Entity Type *	State / Province *	Scope of Work *	Size of Transactions *	Dollar Volume Past Three Years *
NA	Government	California - CA	E450 Type 3 units	4 units	1,700,000.00
NA	Government	Texas - TX	F450 Type I units built to specifications all within the past year,	40 units	10,574,126.00
NA	Government	Florida - FL	23 Type 1 units	23 units	13,225,125.00
NA	Government	Illinois - IL	Type 1 units	79 units	15,915,000.00
NA	Government	New York - NY	Type 1 units	356 units	146,733,000.00

Table 6: Ability to Sell and Deliver Service

Describe your company's capability to meet the needs of Sourcewell participating entities across the US and Canada, as applicable. Your response should address in detail at least the following areas: locations of your network of sales and service providers, the number of workers (full-time equivalents) involved in each sector, whether these workers are your direct employees (or employees of a third party), and any overlap between the sales and service functions.

Line Item	Question	Response *
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26	Sales force.	With its extensive network of sales and service providers, REV Group Ambulance is well-positioned to meet the needs of Sourcewell participating entities across the United States and Canada. Our capabilities in this regard are outlined in detail below: Locations of Network: REV Group Ambulance operates through a comprehensive network of independent dealers and service centers strategically located across North America. This network ensures widespread coverage and accessibility for all Sourcewell members, regardless of their geographical location. In the United States, our network spans all major regions, including the Northeast, Midwest, South, and West. In Canada, we have established partnerships with key individual dealers to extend our reach, ensuring that Sourcewell members in Canada also have access to our products and services. Number of Workers: Our sales and service network is supported by a robust workforce. Across our various locations, we employ a significant number of full-time equivalents (FTEs) who specialize in sales, customer service, engineering, and technical support. These professionals are committed to providing our dealers and customers with the highest standards of service and expertise. Overlap Between Sales and Service Functions: At REV Group Ambulance, we emphasize the integration of sales and service functions to provide a seamless customer experience. Many of our employees are cross-trained in both sales and technical aspects of our products, allowing them to effectively address a wide range of customer needs. This overlap ensures that our team can provide comprehensive support, from initial inquiries and sales to after-sales service and maintenance. In summary, REV Group Ambulance's extensive network, skilled workforce, and integrated approach to sales and service uniquely position us to effectively meet the needs of Sourcewell-participating entities throughout the United States and Canada. Specific Brand Information Apart from a single inside sales representative overseeing our Middle East and South American export sales, Wheeled Coach proudly presents our products solely via our independent dealer network. Similarly, Road Rescue Emergency Vehicles, with the exception of one inside sales staff for Middle East and South American exports, solely offers its products through its esteemed independent dealer network. Horton: Horton boasts a widespread presence with 14 dealers strategically located across the U.S. Additionally, we have a dedicated factory-direct team. Our dealers operate from key states such as Kentucky, Texas, Alabama, Utah, Minnesota, Michigan, California, Pennsylvania, Massachusetts, Illinois, Maryland, Florida, Tennessee, and New Jersey. Furthermore, our direct team operates out of Ohio. Dealers that cover multiple states ensure staff availability in each of these states, catering to both sales and service needs. Moreover, many, including our factory, offer the convenience of mobile services. AEV's dynamic team consists of seven dedicated Account Managers, each assigned to specific dealerships. On average, each Account Manager efficiently manages about 175 orders every year. These managers seamlessly guide each order from inception to completion, encompassing the quotation phase, post-purchase order receipt, build, and delivery. Leader Provides sales directly through their factory location in California and a selective independent dealer network. Since 1975, Leader has been exactly that: a leader in emergency vehicle manufacturing. We're a Southern California-based ambulance company that combines a "can do" attitude with an unwavering commitment to safety and quality. The result is a range of Type 1, Type 2 and Type 3 ambulances full of innovative features that can improve the safety and effectiveness of the crew. Each remount center within the REV Ambulance Group network adheres to the highest standards of quality and craftsmanship, ensuring that each refurbished vehicle meets or exceeds original manufacturing specifications. Our skilled technicians, many of whom are direct employees of REV Ambulance Group, bring a wealth of experience and expertise to every project, whether a simple refurbishment or a complex remount. The remount center has a full staff dedicated to assisting each of our independent dealers with their customer's remount needs. For more information on service and support for these brands, you can visit their respective websites, which provide access to their independent dealer service networks. See attached Insurance Form for example of COI
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27	Dealer network or other distribution methods.	REV Group Ambulance brands operate through a comprehensive network of independent dealers and service centers strategically located across North America. This network ensures widespread coverage and accessibility for all Sourcewell members, regardless of their geographical location. In the United States, our network spans across all major regions, including the Northeast, Midwest, South, and West. In Canada, we have established partnerships with key independent dealers to extend our reach, ensuring that Sourcewell members in Canada also have access to our products and services. Wheeled Coach: Wheeled Coach proudly serves its North American clientele through a robust network of 19 Independent Sales Dealerships. To find a dealer specific to any state, utilize our online dealer locator on our website. Road Rescue: For North America, Road Rescue Emergency Vehicles provides its products via a network of 17 Independent Sales Dealerships, encompassing 16 within the U.S. and 1 in Canada. Find your nearest dealer with ease using the dealer locator on our website. Horton: Horton boasts a widespread presence with 14 dealers strategically located across the U.S. Additionally, we have a dedicated factory-direct team. Our dealers operate from key states such as Kentucky, Texas, Alabama, Utah, Minnesota, Michigan, California, Pennsylvania, Massachusetts, Illinois, Maryland, Florida, Tennessee, and New Jersey. Furthermore, our direct team operates out of Ohio. Dealers that cover multiple states ensure staff availability in each of these states, catering to both sales and service needs. What's more, many, including our factory, offer the convenience of mobile services. Find your nearest dealer with ease using the dealer locator on our website. AEV: AEV champions a comprehensive dealer network that operates across the United States. Each dealer is assigned a specific territory, sometimes spanning multiple states, ensuring the broad reach of our products. To pinpoint the dealer nearest to you, visit our website's dealer locator at aev.com. Find your nearest dealer with ease using the dealer locator on our website. Leader: Leader Provides sales directly through their factory location in California and a selective independent dealer network. Since 1975, Leader has been exactly that: a leader in emergency vehicle manufacturing. We're a Southern California-based ambulance company that combines a "can do" attitude with an unwavering commitment to safety and quality. The result is a range of Type 1, Type 2 and Type 3 ambulances full of innovative features that can improve the safety and effectiveness of the crew. Find your nearest dealer with ease using the dealer locator on our website. REV Remount Centers: Each remount center within the REV Ambulance Group network adheres to the highest standards of quality and craftsmanship, ensuring that each refurbished vehicle meets or exceeds original manufacturing specifications. Our skilled technicians, many of whom are direct employees of REV Ambulance Group, bring a wealth of experience and expertise to every project, whether a simple refurbishment or a complex remount. The remount center has a full staff dedicated to assisting each of our independent dealers with their customer's remount needs. For more information on service and support for these brands, you can visit their respective websites, which provide access to their independent dealer service networks.
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28	Service force.	REV Ambulance Group, comprising brands like Wheeled Coach, Road Rescue, Horton, AEV, Leader and REV Remount Centers, emphasizes exceptional service and customer support. Here's a closer look at the commitment to service from each of these brands: Wheeled Coach prioritizes exceptional service by ensuring that all 19 of its Independent Sales Dealerships nationwide are equipped with service facilities. Many of these dealerships also offer the convenience of mobile service units. Their dedicated customer service team, consisting of five members, is always ready to assist and is equipped with access to electrical schematics and engineering drawings to facilitate swift repairs. You can reach their service team anytime, day or night, at their 24/7 Service Hotline: 855-661-9232, press #9, and then press #5 for customer service and warranty. Road Rescue Emergency Vehicles takes great pride in its commitment to service. Their 17 Independent Sales Dealerships across the U.S. and Canada are authorized service centers for Road Rescue Emergency Vehicles and ambulances. Similar to Wheeled Coach, many of these dealerships feature mobile service units. Their customer relations department is supported by a team of five specialists available around the clock, ready to provide guidance using detailed electrical schematics and engineering drawings. For instant support, dial their 24/7 Service Hotline at 855-661-9232, press #9, and then press #5 for customer service and warranty. Horton boasts a dynamic team of 87 service professionals, thanks to their Independent dealer network and factory collaboration. This team is fully dedicated to providing top-notch service and support. AEV relies on its extensive independent dealer distribution network as the backbone of its service commitment. This network includes traditional brick-and-mortar service centers as well as mobile service offerings. AEV's dealers stand ready to assist customers anywhere in the country, ensuring prompt and efficient service. Leader, headquartered in Southern California, has a strong reputation for excellent after-sales service and support. They are particularly well-versed in the California and West Coast markets. Additionally, Leader utilizes the independent dealer network of AEV and Horton to provide service after the sale, ensuring that customers receive comprehensive support. Leader manages Customer service issues through Sales Representatives and Service/Parts Manager. Primary service contact is LEVCustomerService@leader-ambulance.com 626-459-5150. Each remount center within the REV Ambulance Group network adheres to the highest standards of quality and craftsmanship, guaranteeing that every refurbished vehicle meets or exceeds the original manufacturing specifications. Skilled technicians, including direct employees of REV Ambulance Group, bring their extensive experience and expertise to every project, whether it involves a simple refurbishment or a complex remount. Furthermore, a dedicated staff at the remount center assists independent dealers with their customers' service and remount needs. For more information on service and support for these brands, you can visit their respective websites, which provide access to their independent dealer service networks.
29	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	REV Ambulance Group brands have a well-defined and efficient ordering process that ensures our customers a smooth and seamless experience. While our extensive network of independent dealers primarily handles orders, our role as the Proposer is integral to the overall process. Here's a detailed explanation of the ordering process and the respective roles of REV Ambulance Group and our distributors/dealers: Customer Inquiry and Consultation: The process typically begins with a customer inquiry. Customers can reach out directly to REV Ambulance Group brands and our individual dealer network. Our internal sales team and the dealer's sales representatives work collaboratively to understand the customer's specific requirements, including model preferences, customizations, and any additional features needed. Proposal and Quotation: The REV Ambulance Group brand or the individual dealer provides a detailed proposal and quotation based on the customer's needs. This proposal includes specifications, pricing, and any other relevant information. Our internal team assists dealers in creating accurate and comprehensive proposals, ensuring all customer requirements are met. Order Placement: The order is placed once the customer reviews and approves the proposal. If a dealer handles the order, the dealer communicates this to REV Ambulance Group's respective brand along with the necessary order details. Our role in this stage is to confirm the order details, ensure all specifications are correct, and begin the process of vehicle assembly preparation; if additional questions are had, and clarification on customization is required, the dealer will schedule a

preconstruction conference to work out any details.

This web-based approach to quoting and order placement not only expedites the entire process but also allows for greater transparency and communication between REV Ambulance Group, our dealers, and our customers. It exemplifies our commitment to leveraging technology to enhance customer experience and operational efficiency.

Manufacturing and Customization: REV Ambulance Group brands take charge of manufacturing and customization. Our skilled workforce and state-of-the-art facilities ensure that every ambulance meets the highest standards of quality and craftsmanship. Throughout this phase, we communicate with the dealer to provide updates on the order's progress.

Delivery and Handover: Upon completion, an onsite or virtual inspection is scheduled with the dealer and customer, as the contract indicates. After the dealer and customer have approved the order, the ambulance is delivered to the dealer or directly to the customer, based on the agreed terms; the dealer plays a crucial role in this stage, facilitating the final inspection, handover, and any required on-site training for the customer.

After-Sales Support: After the delivery, both REV Ambulance Group brand and our dealers remain available to provide after-sales support, including service, maintenance, and any additional training or assistance required.

In summary, while our dealers and distributors play a significant role in customer interaction, proposal preparation, and delivery, REV Ambulance Group is closely involved in every step to ensure quality control, order accuracy, and customer satisfaction. This collaborative approach between REV Ambulance Group and our dealers ensures that our customers receive the best possible service from the moment they inquire until after their ambulance is delivered and beyond.

Wheeled Coach: Wheeled Coach manages the quarterly reporting to Sourcewell for our dealer network. Customers should notify their dealership of their Sourcewell membership. Within our order system, dealerships will select a dedicated option, confirming the customer's Sourcewell association. Following this, Wheeled Coach will notify Sourcewell with the pertinent details: Member ID, Application Name, Address, Ambulance Type, order reception date, and an estimated completion date. Upon vehicle delivery, our finance team will administer the relevant fee for the order.

Road Rescue: For our dealer network, Road Rescue Emergency Vehicles handles the quarterly Sourcewell report. Customers are to communicate their Sourcewell membership to the dealership. An option in our ordering system allows dealerships to confirm this membership. Subsequently, Road Rescue will relay key details to Sourcewell, from Member ID and Address to Ambulance Type and tentative completion dates. Once the vehicle is delivered, our finance section processes the necessary administrative fee.

Horton: Our sales team actively engages with potential clients in their designated regions, employing demonstration vehicles, parts samples, brochures, and more to elucidate product benefits. Collaboratively, the salesperson and customer craft the vehicle's specifications. This design is digitally crafted using our online sales configurator, where standard options are selected, and unique requests are made. A collaborative team, including engineers and procurement experts, reviews these specifications for feasibility and accurate pricing, also providing visual drawings for clarity. The refined quote is then sent to the customer for verification. As changes might arise, this process is iterative. Once the customer's purchase order is received, the manufacturing commences. Customers receive regular updates via progress photos and can opt for inspections. Once the ambulance is complete, a final check is scheduled. Depending on customer preference, the vehicle can be picked up, delivered by a hired driver, or transported on a flatbed.

AEV: American Emergency Vehicles handles Sourcewell's quarterly reporting for our dealer network. To benefit from this arrangement, customers should indicate their Sourcewell membership when engaging with our dealership. Within our ordering system, the designated option number verifies this membership. Consequently, AEV communicates essential details to Sourcewell, including Member ID, Application Name, Address, Ambulance Type, order reception date, and an estimated delivery date. Upon the vehicle's delivery, AEV's financial team ensures the administration of the Sourcewell-associated fee for each order.

Leader: handles Sourcewell's quarterly reporting for our dealer network. To benefit from this arrangement, customers should indicate their Sourcewell membership when engaging with our dealership. Within our ordering system, the designated option number verifies this membership. Consequently, Leader communicates essential details to Sourcewell, including Member ID, Application Name, Address, Ambulance Type, order reception date, and an estimated delivery date. Upon the vehicle's

		delivery, Leaders financial team ensures the administration of the Sourcewell-associated fee for each order. REV Remount Centers similarly handles all reporting to Sourcewell as the above brands. see attachment Table 10 New Order Sales Forms
30	Describe in detail the process and procedure of your customer service program, if applicable. Include your response-time capabilities and commitments, as well as any incentives that help your providers meet your stated service goals or promises.	REV Ambulance brands, encompassing a range of top-tier emergency vehicle offerings, are committed to delivering exceptional customer service. Our customer service program is meticulously designed to ensure rapid, effective, and personalized responses to all customer inquiries and issues. Here is a detailed overview of our customer service process and procedures: 1. Customer Contact and Inquiry Handling: Our customers can reach out to us through various channels, including phone, email, and our websites. We have a dedicated customer service team available during business hours, with an emergency line for after-hours queries related to vehicle operation or urgent issues. Our customer service representatives are thoroughly trained in product knowledge, problem-solving, and effective communication. 2. Response Time Commitments: We aim to respond to all customer inquiries within 1 hour after inquiry. For urgent issues, especially those impacting vehicle functionality or patient safety, we strive for immediate response and resolution. Our emergency lines are monitored 24/7, ensuring that critical issues are addressed promptly, regardless of the time of day. 3. Issue Resolution Process: Once an issue is reported, it is logged into our customer service system for tracking and resolution. Our team evaluates the issue and, if necessary, escalates it to our technical specialists or engineering team for further analysis. We keep the customer informed throughout the resolution process, providing regular updates on the status of their issue. 4. After-Sales Support and Follow-Up: Following the resolution of an issue, our team conducts a follow-up to ensure customer satisfaction and to gather feedback for continuous improvement. We offer comprehensive after-sales support, including maintenance tips, updates on new features or upgrades, and reminders for regular vehicle servicing. 5. Service Goals and Incentives: REV Ambulance brands set high internal benchmarks for customer service, regularly reviewing performance metrics such as response times, resolution rates, and customer satisfaction scores. Our service providers and team members are incentivized to meet and exceed these goals through recognition programs, performance bonuses, and ongoing training opportunities. We conduct periodic customer satisfaction surveys to gather feedback and identify areas for improvement, ensuring our service continually evolves to meet customer needs. Wheeled Coach For parts requests, the F-432 Warranty Claim Form is available on the Wheeled Coach website. Ensure it's completely filled and send it to REVorlandoservice@revgroup.com. Additionally, a 24/7 hotline is available 407-677-7777. For after-sales concerns, immediate responses are prioritized, aiming for contact within an hour of the initial query. Road Rescue For parts requests, use the F-432 Warranty Claim Form available on the Road Rescue website, fully filled out, and email to REVorlandoservice@revgroup.com. Additionally, a 24/7 hotline is available 407-677-7777. For after-sales concerns, immediate responses are prioritized, aiming for contact within an hour of the initial query. Horton: Dealerships manage customer service following specific protocols with Horton's guidance. Horton support operates from M-F, 7:30 AM-5:00 PM EST, with additional after-hours assistance if needed. A 24-hour helpline is active all year for parts, warranty, service, and technical help, serving all dealers and customers 800-282-5113 or info@hortonambulance.com. For after-sales concerns, immediate responses are prioritized, aiming for contact within an hour of the initial query. AEV: AEV boasts a comprehensive team supporting our vast dealer network, with representation in almost every US state. Only two states currently lack representation, which is covered by the factory representative and can be reached 800-374-9749 or by filling out and inquiry form online at www.AEV.com. For after-sales concerns, immediate responses are prioritized, aiming for contact within an hour of the initial query. Leader: Have questions about Leader's custom-built ambulances or services? Whether you have a general question, need technical advice on an existing vehicle, or want to learn more about having a custom vehicle designed, built and delivered, our experts are ready to answer your questions and can be reached by phone 626-575-0880 or email sales.support@leader-ambulance.com. For after-sales concerns, immediate responses are prioritized, aiming for contact within an hour of the initial query.

		REV Remount Centers: These can be through the respective brand's individual dealers servicing the area or directly by an online inquiry form found at www.revambulanceremountcenters.com In conclusion, our customer service program at REV Ambulance brands is built around prompt response, effective resolution, and ongoing customer engagement. We are committed to maintaining the highest standards of customer service to ensure that our clients have the support they need to carry out their critical lifesaving missions effectively and efficiently.
31	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in the United States.	At REV Ambulance Group, we are fully committed to providing our wide range of products and services to Sourcewell participating entities across the United States. Our capacity and readiness to meet the needs of these entities are deeply rooted in the strength and diversity of our brands – Wheeled Coach, Road Rescue, Horton, AEV, Leader and REV Remount Centers. REV Ambulance Group is fully committed to providing our products and services to Sourcewell participating entities across the United States. Our ability and willingness to meet the needs of these entities are rooted in our extensive infrastructure, broad product range, and customer-centric approach. Here's an overview of our capabilities in this area: 1. Extensive Product Range: REV Ambulance Group offers diverse ambulance models and related emergency vehicles to suit a wide range of needs and budgets. Our product line includes Type I, II, and III ambulances, critical care transport units, and specialty vehicles. We also offer REV Remount Center service to all our brands. We continuously innovate and upgrade our offerings to ensure that our vehicles meet the latest industry standards and customer expectations. 2. Nationwide Network: Our distribution and service network spans the entire United States, ensuring that Sourcewell members can access our products and services, regardless of location. We have strategically located dealerships and service centers to provide prompt sales support and maintenance services. 3. Customization and Flexibility: Understanding that each Sourcewell entity may have unique requirements, we offer high customization options for our vehicles. Our team works closely with clients to tailor vehicles to their specific needs. We are flexible in terms of order size, whether the requirement is for a single unit or a fleet. 4. Competitive Pricing and Sourcewell Contract Compliance: As a Sourcewell cooperative purchasing program participant, we adhere to the competitive pricing structure outlined in our contract. This ensures that Sourcewell members receive our best pricing. We are committed to full compliance with all Sourcewell contract terms and conditions, offering all members transparency and ease of procurement. 5. After-Sales Support: Beyond sales, we provide comprehensive after-sales support, including warranty service, parts supply, and vehicle maintenance. Our customer service team can readily assist with any inquiries or support needs. 6. Training and Education: We offer training sessions and educational materials to ensure clients are fully equipped to use and maintain their vehicles effectively. In conclusion, REV Ambulance Group is able and enthusiastic about serving Sourcewell participating entities across the United States. We aim to provide top-quality products and exceptional service to all our customers, ensuring their complete satisfaction and the optimal performance of their emergency response fleets. REV Ambulance Group, our ability and willingness to serve Sourcewell participating entities are unparalleled. Each of our brands is strategically positioned, both geographically and operationally, to meet these entities' diverse and evolving needs, ensuring they receive the highest quality products and services wherever they are in the United States.

32	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	REV Ambulance Group is fully committed to providing our products and services to Sourcewell participating entities across Canada. Our ability and willingness to meet the needs of these entities are rooted in our extensive infrastructure, broad product range, and customer-centric approach. Here's an overview of our capabilities in this area: Wheeled Coach operates via a dealer network and stands out as a top-tier custom ambulance manufacturer. We are currently negotiating with a potential dealership in Canada to expand our reach. Meanwhile, direct sales remain an option for us. Road Rescue conducts its operations through a dealer network and is recognized for crafting premium custom ambulances. Specifically, we have an independent dealership representing us in Canada. At the moment, Horton is focusing on the U.S. market and will not be providing sales to Canada through this contract. AEV has not completed the necessary testing to supply units to the Canadian market yet. Leader has not completed the necessary testing to supply units to the Canadian market yet. REV Remount Centers can provide services in Canada through the Road Rescue independent dealer and Wheeled Coach direct sales.
33	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed contract.	Within the REV Ambulance Group, we have a diverse portfolio of brands, each with specific geographic service areas. For the proposed contract with Sourcewell, it's important to note the following distinctions regarding service coverage in the United States and Canada: United States Coverage: All of our brands, including Horton, AEV, Leader, Wheeled Coach, Road Rescue and REV Remount Centers, offer full service across the United States. There are no geographic areas within the U.S. that we will not be serving through the proposed contract. Our extensive network of independent dealers and service centers ensures comprehensive coverage and support throughout the country. Canada Coverage: In Canada, our service coverage is specific to certain brands. Wheeled Coach and Road Rescue are in Canada and fully equipped to serve Sourcewell participating entities within this region. These brands have either established dealer networks and service centers across various Canadian provinces or provide direct sales and service, ensuring they can effectively meet the needs of Canadian clients. However, our other brands, Horton, AEV, and Leader, currently do not have a sales or service presence in Canada. As such, they will not be serving Canadian areas through this proposed contract. This is due to a variety of factors, including market focus, regulatory compliance, and logistics. By maintaining this delineation in service areas, REV Ambulance Group ensures that each brand can focus on providing the highest quality of products and services within its designated regions. For Sourcewell participating entities, this means access to a tailored selection of ambulance brands that are best suited to their regional requirements and supported by a robust service network.

34	Identify any Sourcewell participating entity sectors (i.e., government, education, not-for-profit) that you will NOT be fully serving through the proposed contract. Explain in detail. For example, does your company have only a regional presence, or do other cooperative purchasing contracts limit your ability to promote another contract?	REV Ambulance Group brands are committed to providing comprehensive services to all participating entity sectors within the Sourcewell network through the proposed contract. Our goal is to serve government, education, and not-for-profit organizations to the best of our ability. We have structured our operations and contractual arrangements to ensure inclusivity and comprehensive service delivery. Here are specific details to address each sector: Government Sectors: We understand that government entities have unique needs and requirements. REV Ambulance Group has established the necessary infrastructure and resources to cater to government agencies at various levels, from local municipalities to federal organizations. We have no limitations in serving government sectors. Education Sectors: Educational institutions often require specialized solutions. REV Ambulance Group has tailored our offerings to meet the needs of schools, colleges, and universities. Our team is equipped to handle the demands of the education sector, including student transportation and medical services. Not-for-Profit Sectors: Not-for-profit organizations play a vital role in communities. We are fully committed to supporting the missions of not-for-profits by offering our services without any limitations. Our flexible contract terms and pricing structures are designed to accommodate the budgets and requirements of not-for-profit entities. To elaborate further: Regional Presence: REV Ambulance Group has a national presence, ensuring that we can serve participating entities across the United States. We do not have any regional limitations that would prevent us from serving any specific geographic area. Contractual Limitations: Our participation in other cooperative purchasing contracts will not hinder our ability to promote or fulfill the proposed contract with Sourcewell. We have carefully reviewed our existing agreements to ensure that they do not conflict or restrict our engagement with Sourcewell or any of its participating entity sectors. In conclusion, REV Ambulance Group is fully prepared to serve all participating entity sectors within the Sourcewell network through the proposed contract. We have taken steps to eliminate any potential limitations related to regional presence or contractual obligations, ensuring that we can provide comprehensive and inclusive services to government, education, and not-for-profit organizations. Our commitment is to meet the diverse needs of all Sourcewell members efficiently and effectively.
35	Define any specific contract requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	REV Ambulance Group brands have no specific contract requirements or restrictions that apply uniquely to participating entities in Hawaii, Alaska, or US Territories. We are committed to providing our services and fulfilling our contracts consistently across all geographic regions within the United States, including these areas. Our approach is designed to ensure inclusivity and uniformity in service delivery. Here's a more detailed explanation: Hawaii and Alaska: While Hawaii and Alaska are geographically distant from the contiguous United States, REV Ambulance Group has the capacity and infrastructure to serve these states without any additional requirements or restrictions. Our contracts are structured to accommodate the needs of organizations in these regions just as effectively as those in the continental US. We understand the logistical challenges associated with servicing remote areas, and we have tailored our operations to address these challenges seamlessly. US Territories: Similarly, our commitment extends to US Territories, which may include places like Puerto Rico, Guam, the US Virgin Islands, and American Samoa. We do not impose any specific contract requirements or restrictions that would hinder our ability to serve participating entities in these territories. Our goal is to provide consistent and reliable ambulance services wherever our contracts extend. Our approach is based on ensuring equitable service access for all participating entities, regardless of their location within the United States or its territories. We prioritize flexibility and adaptability to meet the unique needs and circumstances of each region, and we do not differentiate contract terms or conditions based on geographic location. In summary, REV Ambulance Group does not define any specific contract requirements or restrictions that apply solely to participating entities in Hawaii, Alaska, or US Territories. Our commitment is to provide high-quality ambulance services uniformly and consistently throughout the United States and its territories, ensuring that all Sourcewell members receive the same level of service and support.

Table 7: Marketing Plan

Line Item	Question	Response *
36	Describe your marketing strategy for promoting this contract opportunity. Upload representative samples of your marketing materials (if applicable) in the document upload section of your response.	REV Ambulance Group handles all marketing strategies for the brands and if selected, will promote the Sourcwell contract opportunity as a comprehensive, multifaceted, and designed to maximize awareness and engagement among our target audience. Led by REV Ambulance Group's Senior Director of Marketing, in collaboration with the Senior Director of Marketing and Communications for the REV Group, this strategy integrates various channels and tools to communicate the benefits of the Sourcwell contract effectively and the value of REV Ambulance Group brands. Additionally, REV Ambulance Group employs a renowned award-winning marketing organization to assist with marketing needs as they occur. Key Elements of Our Marketing Strategy: Digital Marketing Campaigns: We will leverage digital platforms, including social media, email newsletters, and online advertising, to reach a broad audience. These campaigns will highlight the advantages of the Sourcwell contract, emphasizing how it streamlines the procurement process for our customers. Content Marketing: Our strategy includes developing engaging content such as blog posts, case studies, and infographics. These materials will provide insights into the benefits of the Sourcwell contract and share success stories of how it has positively impacted customers. Targeted Outreach: We plan to directly reach potential and existing customers through personalized communication. This approach will involve informing them about the Sourcwell contract and how it can meet their specific needs. Public Relations Initiatives: In collaboration with the REV Group's marketing and communications team, we will release press statements and participate in industry events to publicize the award of the Sourcwell contract. Webinars and Online Demonstrations: To educate our audience about the contract and showcase our products, we will host webinars and online product demonstrations highlighting our ambulance models' specific benefits and features under the Sourcwell contract. Marketing Collateral: We will produce a range of marketing materials, including brochures, flyers, and product sheets, specifically focused on the Sourcwell contract offerings. These materials will be distributed through our dealer network and at industry events. In the document upload section, you will find representative samples of our marketing materials, which exemplify the approach and messaging we plan to employ. These samples include digital campaign visuals, content marketing examples, and a sample for our outreach communications. Press Releases and Media Engagement: Each brand will kickstart the campaign with an official press release announcing our collaboration with Sourcwell. These releases will be tailored to each brand's unique voice but will share a common theme of excitement and potential about this partnership. Brochures and Marketing Collateral: We will develop vibrant and informative brochures for each brand. These materials, available in both print and digital formats, will showcase the unique benefits of the Sourcwell contract in conjunction with the specific strengths of Wheeled Coach, Road Rescue Emergency Vehicles, Horton, Leader, AEV and the REV Remount Centers. These brochures will be distributed to our dealers and customers, ensuring widespread awareness. Dedicated Website Features: Each brand's website will feature a special section dedicated to our Sourcwell partnership. This section will include detailed information about the contract, adorned with the Sourcwell logo, and designed to inform and attract potential customers. Dealer Exhibitions and Industry Events: Across all brands, we will actively showcase our alliance with Sourcwell at various dealer exhibitions and industry conferences nationwide. This will involve booth designs that highlight our partnership and presentations or materials that explain the benefits of the Sourcwell contract. Social Media and Online Engagement: We will leverage popular social media channels, including Facebook, LinkedIn, YouTube, and Instagram, to announce and celebrate the partnership across all brands. This strategy will involve regular posts, updates, and interactive content that keeps our audience engaged and informed about the Sourcwell contract. Dealer Network Engagement: Through our extensive dealer network, we will disseminate

		contract-focused literature and provide training to ensure that dealers are well-equipped to promote the Sourcewell contract effectively. In conclusion, our marketing strategy is designed to be dynamic, engaging, and informative, ensuring that the value of the Sourcewell contract and the quality of REV Ambulance Group's offerings are effectively communicated to our target audience. At REV Ambulance Group, we are committed to a unified and cohesive marketing strategy across all our brands – Wheeled Coach, Road Rescue Emergency Vehicles, Horton, AEV, Leader and REV Remount Centers– to promote our partnership with Sourcewell. This strategy is designed to leverage the strengths of each brand while maintaining a consistent message about our collaboration with Sourcewell.
		See attachment Table 7 Marketing. Social Media. Communication Technology
37	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	At REV Ambulance Group, our approach to marketing effectiveness seamlessly integrates the latest technology and digital data, including a robust presence on social media and strategic metadata utilization. Our brands – Wheeled Coach, Road Rescue, Horton, AEV, and Leader – each employ a distinct yet complementary strategy to enhance our digital presence and effectively engage with diverse audiences. Wheeled Coach: Utilizing platforms such as Facebook, Instagram, LinkedIn, and YouTube, Wheeled Coach dominates the digital space. Our content, crafted with top marketing experts, educates and enlightens our clientele and dealer networks about the latest in emergency medical services. Our influential role in critical EMS platforms demonstrates our leadership in the industry. Road Rescue: Road Rescue's extensive reach across Facebook, Instagram, X (Twitter), LinkedIn, and YouTube ensures our brand's core values and offerings are widely communicated. Collaborating with corporate marketing specialists, we constantly create innovative educational materials, keeping our audience updated with the forefront of EMS trends and developments. Horton: Horton's dynamic engagement across Facebook, LinkedIn, YouTube, and Instagram, along with our comprehensive website, creates a potent digital presence. This is amplified through a synergistic strategy with our dealership partners, extending our reach and ensuring our message is delivered nationwide. AEV: AEV's significant footprint in social media, particularly on Facebook and LinkedIn, is enhanced by collaborations with premier marketing experts. This enables us to continuously release pioneering content, positioning AEV as a leader in emergency medical services. Leader: Leader Ambulance complements this digital strategy by leveraging its unique brand positioning across various social media channels. Through targeted content and strategic partnerships, Leader Ambulance aims to educate and engage its audience, emphasizing its commitment to quality and innovation in the EMS sector. REV Remount Centers: complements this digital strategy by leveraging its unique brand positioning across various social media channels. Through targeted content and strategic partnerships, Leader Ambulance aims to educate and engage its audience, emphasizing its commitment to quality and innovation in the EMS sector. Each brand within the REV Ambulance Group utilizes social media analytics and metadata to refine our marketing strategies, ensuring that our content resonates with our intended audience. This data-driven approach enables us to tailor our messaging, keep abreast of emerging trends, and optimize our digital campaigns for the greatest impact. At REV Ambulance Group, our marketing strategy is seamlessly integrated with our individual dealer network, and we take pride in providing comprehensive marketing support to our dealers whenever needed. We believe in fostering strong partnerships to ensure our dealers' success in promoting our brands and serving their customers effectively. In conclusion, our sophisticated use of technology and digital data forms the backbone of our marketing strategy at REV Ambulance Group. By leveraging the distinct strengths of each brand and employing a unified, data-informed approach, we enhance our marketing effectiveness, reinforcing our position as leaders in the emergency medical services industry.
		See attachment Table 7 Marketing. Social Media. Communication Technology

38	In your view, what is Sourcewell's role in promoting contracts arising out of this RFP? How will you integrate a Sourcewell-awarded contract into your sales process?	From the perspectives presented REV Ambulance Groups brands, Wheeled Coach, Road Rescue, Horton, AEV, Leader, and the REV Remount Centers, it is evident that Sourcewell's role in promoting contracts arising from this RFP is primarily centered around ensuring vendor qualification and adherence to quality standards, as well as facilitating the alignment of member needs with the most suitable vendor. Sourcewell's role is perceived as impartial and focused on creating a level playing field for all vendors involved. In the context of REV Ambulance Group, we share the belief that Sourcewell's role should indeed be impartial and geared toward the following key responsibilities: Vendor Qualification: Sourcewell's foremost duty should be to thoroughly assess and validate each vendor's capabilities to fulfill the commitments made in response to the RFP. This includes ensuring that the goods or services offered meet the quality benchmarks stipulated in the RFP. Member Needs Alignment: Sourcewell's unique position as a cooperative purchasing organization allows it to understand the diverse needs of its members. Sourcewell should actively engage with its members to pinpoint their specific requirements and subsequently connect them with the most qualified vendor. This involves acting as a facilitator in the vendor-selection process. Impartiality: It is crucial for Sourcewell to maintain strict impartiality and avoid any favoritism towards any vendor, ensuring that all vendors have an equal opportunity to serve Sourcewell members. This ensures fair competition and helps in securing the best possible value for Sourcewell members. Promotion of Partnerships: On our part as REV Ambulance Group, we are committed to actively promoting our partnership with Sourcewell. This includes educating our sales teams about Sourcewell's processes and member needs, maintaining visibility at relevant trade shows and events, and emphasizing our collaboration with Sourcewell during customer interactions. Integration into Sales Process: To integrate a Sourcewell-awarded contract into our sales process, we would ensure that our sales teams are well-informed about the specifics of the contract, including pricing, terms, and any unique requirements. This information would be incorporated into our sales materials and presentations to Sourcewell members. We would also actively communicate the benefits of the Sourcewell contract to potential customers, highlighting the advantages of choosing our ambulance offerings through this cooperative purchasing mechanism. In summary, Sourcewell's role is seen as pivotal in vendor qualification, impartial facilitation of member needs alignment, and the promotion of fair competition among vendors. REV Ambulance Group is committed to leveraging this partnership to offer our services effectively to Sourcewell members, ensuring that they receive the highest quality and value in ambulance solutions.
39	Are your products or services available through an e-procurement ordering process? If so, describe your e-procurement system and how governmental and educational customers have used it.	REV Ambulance Group and its associated brands, including Wheeled Coach, Road Rescue, Horton, AEV, Leader, and REV Remount Centers prioritize a high degree of customization and personalization in their ambulance products and services. As a result, the nature of their offerings necessitates direct and personalized interactions between customers and their respective sales teams. This approach aligns with the unique requirements of each project, often involving collaboration with engineering and procurement teams. Due to the personalized and complex nature of these engagements, the products and services offered by REV Ambulance Group and its brands are not typically available through an e-procurement ordering process. In summary, REV Ambulance Group, Wheeled Coach, Road Rescue, Horton, AEV, Leader and REV Remount Centers emphasize the importance of tailored solutions, personalized interactions, and collaborative relationships with customers, which do not align with e-procurement methodologies commonly used for more standardized and off-the-shelf products and services.

Table 8: Value-Added Attributes

Line Item	Question	Response *
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40	Describe any product, equipment, maintenance, or operator training programs that you offer to Sourcewell participating entities. Include details, such as whether training is standard or optional, who provides training, and any costs that apply.	REV Ambulance Group, home to renowned brands like Wheeled Coach, Road Rescue, Horton, AEV, Leader, and REV Remount Centers, is fully committed to delivering a comprehensive range of services to Sourcewell participating entities. This commitment extends beyond product offerings, encompassing essential training and support for customers and dealers alike. Our individual dealer network plays a pivotal role in ensuring that customers receive the necessary training and ongoing updates for their newly acquired products. Here's a detailed overview of our training programs: Wheeled Coach: Our dealerships offer in-use training for Sourcewell participants upon customer request. This training occurs at the dealership during the vehicle acceptance process. For those seeking specialized training, our dealerships can coordinate with Wheeled Coach to create a tailored training agenda. While this specialized training is provided at no additional charge to the dealership, customers are responsible for their employees' time and travel expenses. Road Rescue Emergency Vehicles: Similarly, our dealerships provide in-use training for Sourcewell customers during the vehicle reception process. Enhanced training sessions can be arranged by our dealerships in collaboration with Road Rescue Emergency Vehicles, tailored to the number of participants. There are no extra fees for this specialized training, but customers are accountable for their employees' time and travel costs. Horton: Horton offers a comprehensive training suite for Sourcewell entities, including training at the time of delivery and post-delivery if requested by vehicle operators. Advanced training modules covering electrical systems, programming, HVAC, and occupant restraint systems are also available. These training sessions can take place at our primary facility or at various dealer locations across the nation. Importantly, all these training initiatives are provided free of charge. AEV and Leader: Both AEV and Leader prioritize hands-on training and offer certification courses to both dealers and customers, ensuring optimal product utilization and maintenance. On-site training is a key component of these programs, equipping all users with the skills to proficiently operate and manage the vehicles. Additionally, road support is extended to our dealers throughout the United States, highlighting our commitment to continuous learning and operational efficiency. REV Remount Centers: Our REV Remount Centers provide comprehensive training for newly remounted ambulances through the appropriate individual dealer network, mirroring the training provided for newly constructed ambulances. In conclusion, REV Ambulance Group, in collaboration with its esteemed brands and the invaluable support of its individual dealer network, is dedicated to offering an extensive suite of training programs meticulously tailored to meet the unique needs of Sourcewell participating entities. These programs are designed to enhance knowledge about products, equipment, maintenance practices, and operator safety. Costs for training programs may vary based on program specifics and customization, and detailed pricing information can be obtained directly from REV Ambulance Group and its affiliated brands. We are unwavering in our commitment to ensuring the success and satisfaction of our valued customers and dealers.
41	Describe any technological advances that your proposed products or services offer.	REV Ambulance Group, along with its renowned brands such as Wheeled Coach, Road Rescue, Horton, AEV, and Leader, is at the forefront of providing cutting-edge technological advances in the field of ambulance manufacturing and services. These technological innovations are designed to enhance patient care, improve safety, and streamline operations for Sourcewell participating entities. Here are some of the key technological advances offered by REV Ambulance Group and its brands: Wheeled Coach: a) Our robust hard-wired printed circuit board electrical system epitomizes reliability and maintenance simplicity. An alternative offering is the Multi-plex electrical system by IDEX Corporation (known as Weldon). This system provides on-board diagnostics that streamline troubleshooting, drastically cutting down out-of-service periods. The Weldon V-Mux power distribution reduces wire splices by 75% and connections by 25%, bolstering system reliability and minimizing any potential downtime. This Peer-to-Peer System ensures each node maintains its configuration, incorporating load shedding and sequencing seamlessly. b) Our commitment to continuous product development grants our customers access to exclusive features unmatched by other manufacturers. c) Every Wheeled Coach product comes standard with Per4Max seat belts, integrating cutting-edge deceleration technology and the option for a RollTek Airbag System. d) Unique Trueform Wall Construction e) The AntiCor Protection System, our shield against corrosion f) Robust Safeguard Box Frame g) Cool Bar for optimized AC performance h) The resilient Toughcoat Paint Process i) Specialized Texas Edition Dual Evaporator System

k) Effortless On-Line REVO parts ordering system.

Road Rescue:

- a) The Multi-plex electrical system, a collaboration with IDEX Corporation (Weldon), features onboard diagnostics that make troubleshooting and repairs efficient, thus curtailing downtime. The Weldon V-Mux power distribution diminishes wire splices by 75% and connections by 25%, ensuring unparalleled reliability. The integrated Peer-to-Peer System allows nodes to self-configure, facilitating load shedding and sequencing.
- b) Our dedication to ongoing product innovation empowers customers with features and advantages other manufacturers cannot match.
- c) Road Rescue standardizes the Per4Max seat belts across its range, offering avant-garde deceleration technology and the RollTek Airbag System.
- d) The resilient MaxForce™ Mounting System
- e) The state-of-the-art WhisperQuiet™ Insulation System
- f) The sturdy CrewGuard™ Body
- g) The Brilliance™ Advanced Vehicle Lighting system
- h) The modern Amplitude™ Interior Design Package
- i) The ComfortBright™ Dome Light for optimum illumination
- j) The sleek HiddenHinges™ design
- k) User-friendly On-Line REVO parts ordering.

Horton:

Horton vehicles are equipped with a default multiplexed electrical system. This bespoke system, tailored specifically for emergency medical vehicles, boasts touch-screen technology, point-to-point wiring, diagnostics, and field programmability. Since 2008, Horton has incorporated the standard HOPS (Horton's Occupant Protection System) in the patient compartment, encompassing roll-over airbags, retractable 4-pt harnesses, progressive resistance foam at impact areas, rounded corners, and the state-of-the-art MBrace.

Vanguard® Body Design: Horton's Vanguard® body design is a hallmark feature. It offers a spacious and ergonomic interior layout that maximizes patient care space, improves accessibility, and provides ample storage for medical equipment. The modular design also allows for flexibility in configuring the ambulance's interior to meet the specific needs of EMS providers.

Innovative HVAC Systems: Horton is known for its advanced HVAC (Heating, Ventilation, and Air Conditioning) systems. These systems ensure patient comfort by maintaining a controlled climate within the patient compartment, even in extreme weather conditions. Quiet Interior: Horton ambulances are designed with a focus on minimizing noise pollution. This results in a quieter interior environment, which enhances communication among medical personnel and creates a more comfortable experience for patients.

AEV:

- a) AEV offers the optional "LX1 & VX1" Multi-plex electrical system by IDEX Corporation. It facilitates on-board diagnostics, simplifying troubleshooting and repair processes, consequently minimizing service interruptions. The standard Solid State electrical system by AEV also includes on-board diagnostics.
- b) All AEV products come standard with the Per4Max seat belts, featuring the latest in deceleration technology and an optional RollTek Airbag System.
- c) Innovative Infinity Edge™ Body Panels
- d) Smart Action™ Door Mechanics for smooth operations
- e) Tru-Precision™ Door Gaskets ensuring a perfect seal
- f) The permanent, clear labeling of Perma-Labels™ Outlet Covers.

Leader:

Our versatile range of Type 1, Type 2 and Type 3 ambulances can be adapted for a variety of requirements, including BLS, ALS and CCT services. We also engineer custom EMS vehicles to your specific needs while meeting current local, state and federal standards. Fully EV Electrical Vehicle options are offered. Leader is one of the very few manufacturers of Ambulances to build on Electric chassis. We also incorporate use of Per4Max seat belt system, dual A/C systems, O2 bottle loader system and an unparalleled paint process and application, along with many other customized features in our units upon discussion with final customer

Leader is the Leader in the building of Electric Ambulances, we have already built and supplied a number of e-Ambulances that are on the road today. We are looked to within the REV Group as the primary manufacturer and engineer of these green vehicles. Leader adheres to and maintains production practices under strict environmental standards of the State of California.

Each vehicle we make starts with a 3D CAD drawing customized to your specific needs. Every step of production is then carefully scheduled to ensure your vehicle is ready by the promised date.

Components are cut to exacting tolerances using our industrial CNC high-speed router and our edge banding machine provides a long-lasting, highly durable finished edge.

At Leader we are constantly looking for new technologies to enhance the quality and durability of the product, like 3D printing, vacuum forming, decal and laser cutting. Then the assembly process begins. We build our own wire harnesses to ensure an electrical system you can rely on, and even mix our own paint to avoid waste and make sure we match your colors perfectly.

Everything comes together in our state-of-the-art final assembly plant. We provide our personnel with only the best equipment and use lean manufacturing techniques to provide

		you with the best possible value REV Remount Centers: When a REV Ambulance Group brand ambulance undergoes a remounting process, it is executed with an unwavering commitment to the same rigorous standards and advanced manufacturing techniques that were employed during its original construction by the respective brand. Our dedication to excellence ensures that each remounted ambulance maintains the integrity, quality, and safety synonymous with our brand, providing our customers with a renewed and reliable vehicle that upholds the highest industry standards
42	Describe any "green" initiatives that relate to your company or to your products or services, and include a list of the certifying agency for each.	At REV Ambulance Group, we are unwaveringly dedicated to crafting superior products that champion a sustainable future for our planet. Our business ethos is firmly anchored in core tenets: Leadership, Inclusivity, Transparency, Integrity, Stewardship, and the relentless pursuit of Continuous Improvement. Every day, we live and breathe these commitments by: • Vigorously minimizing pollution • Prudently conserving resources and energy • Aggressively reducing consumption and waste These cardinal principles are not just strategies, but they are essential blueprints that underpin our vision for a sustainable and eco-friendly Earth. We recognize that manifesting this vision demands concerted efforts. As such, we pledge to diminish our pollution footprint and minimize the release of toxins into our environment. Being a Lean Six Sigma manufacturing facility, cutting waste is at the heart of all we do and how we operate our locations. As part of the esteemed REV Group family, all REV Ambulance Group manufacturing facilities wholeheartedly embrace a deep-rooted philosophy of environmental stewardship. This translates into fostering trust amongst our customers—trust in our brands, trust in the integrity of our products, and a fulfillment of our employees' expectations regarding our environmental ethos and practices. To this end, REV Ambulance Group is firmly committed to: • Empowering our employees through rigorous environmental awareness training, ensuring transparent communication at all levels; • Engaging in proactive, long-term partnerships with a wide array of stakeholders, encompassing regulators, customers, business associates, and the community at large, in our quest to address and surmount environmental challenges. Our leadership is unwavering in its commitment and will spare no resource in embedding this vision into every facet of our organization. Furthermore, every REV Ambulance Group member has proactively invested in initiatives that slash plant emissions and boost operational efficiency. This dual-focused strategy enables us to drive down costs while making impactful environmental conservation strides. AEV takes pride in being the only TRA-certified green ambulance manufacturer in the industry. Leader is a producer of an all-electric vehicle for ambulance services. Leader is one of the very few manufacturers of Ambulances to build on Electric chassis. We also incorporate the use of a Per4Max seat belt system, dual A/C systems, an O2 bottle loader system, and an unparalleled paint process and application, along with many other customized features in our units upon discussion with the final customer Leader is the Leader in the building of Electric Ambulances, we have already built and supplied several e-Ambulances that are on the road today. We are looked to within the REV Group as the primary manufacturer and engineer of these green vehicles. Leader adheres to and maintains production practices under strict environmental standards of the State of California. We are fully committed to promoting environmental sustainability and reducing our carbon footprint at REV Ambulance Group. As part of our green initiative, we actively seek to collaborate with vendors at the forefront of addressing environmental needs. This includes exploring innovative solutions like idle mitigation systems, electric vehicle options, and other emission-reduction technologies for our vehicles. By working hand in hand with these environmentally conscious partners, we aim to contribute to a cleaner and more sustainable future while providing our customers with advanced, eco-friendly ambulance solutions. See Attached Table 8 EHS Sustainability. Awards. Reports

43	Identify any third-party issued eco-labels, ratings or certifications that your company has received for the equipment or products included in your Proposal related to energy efficiency or conservation, life-cycle design (cradle-to-cradle), or other green/sustainability factors.	REV Group has forged a dynamic collaboration with several Idle Mitigation Systems, delivering cutting-edge solutions tailored to our customer's unique requirements. Our initiative aims to decrease vehicle idle times substantially. Furthermore, we are pioneering advancements in electrical transit and are in the advanced stages of R&D for Type 1 and 3 innovations. Additionally, we install solar panels on numerous agency vehicles at the customer's request. The nation's medical transportation leader recently made a strong statement about environmental stewardship in its industry. American Medical Response (AMR), with coast-to-coast operations, more than 26,000 employees, including teams in Santa Barbara County, recently added five electric ambulances to its California fleet. The purchase of the REV Ambulance Group vehicles also comes with the option to add 25 more. The move is part of a long-standing corporate commitment to environmental leadership, the company says, while emphasizing it's just one of many efforts it undertakes in the communities it serves. AMR Santa Barbara County is slated to receive one of the electric ambulances in June once production on the vehicles is completed. "The purchase of these electric vehicle ambulances is an important step in the transition from dependence on non-renewable resources to implementation of clean, sustainable energy sources to help our communities breathe a little easier," said Dave Schierman, director of operations for AMR Santa Barbara. https://www.vcstar.com/story/sponsor-story/american-medical-response/2022/04/11/electric-ambulances-now-part-amrs-california-fleets-more-coming/9495190002/ See attached Table 3 document for additional sustainability information.
44	Describe any Women or Minority Business Entity (WMBE), Small Business Entity (SBE), or veteran owned business certifications that your company or hub partners have obtained. Upload documentation of certification (as applicable) in the document upload section of your response.	REV Group Inc., as a publicly traded entity, adheres to rigorous standards and guidelines to ensure fairness and equity in all our business dealings. This commitment to integrity and transparency is foundational to our operations and corporate ethos. While REV Group does not directly hold certain certifications, we take pride in our diverse network of suppliers and dealers, many of whom are recognized under various categories such as minority-owned, women-owned, and veteran-owned businesses, among others. We value the diversity and inclusivity this network brings to our operations. Detailed information about the certification status of our suppliers and dealers is readily available to members upon request, demonstrating our commitment to transparency and support for diverse business communities. In alignment with our General Services Administration (GSA) contracts, REV Group has implemented robust Subcontracting Plans (Sub K plans). These plans delineate our strategy for subcontracting to a wide array of Small Business concerns, including but not limited to Alaska Native Corporations (ANCs), Indian tribes, Veteran-Owned Small Businesses (VOSBs), Service-Disabled Veteran-Owned Small Businesses (SDVOSBs), HUBZone-certified businesses, Small Disadvantaged Businesses (SDBs), and Women-Owned Small Businesses (WOSBs). Our Sub K plans are designed to ensure meaningful participation of these businesses in our contracts, reinforcing our commitment to fostering a diverse and inclusive supply chain. For a detailed insight into our subcontracting initiatives, please refer to the attached Sub K plan specific to REV Ambulance Group. See attached Table 8 Sub K plan

45	What unique attributes does your company, your products, or your services offer to Sourcewell participating entities? What makes your proposed solutions unique in your industry as it applies to Sourcewell participating entities?	The REV Ambulance Group brands stands as an industry titan, commanding a dominant presence and holding significant market share, a testament to our exceptional uniqueness and unwavering commitment to excellence. As an integral member of the REV Group, we transcend the mere manufacturing of ambulances, shaping vehicular masterpieces that define unparalleled reliability and enduring performance. Our distinction goes beyond superior product quality; it encompasses a realm of exceptional value-added services, setting us apart as the undeniable choice for Sourcewell participating entities. At the heart of our distinctiveness lies REV Finance, a hallmark of our innovative approach. Unlike mainstream financial institutions that offer generic, one-size-fits-all solutions, REV Finance specializes in crafting bespoke funding and equipment financing strategies meticulously tailored to the precise needs of Sourcewell members. Drawing from our profound understanding of the emergency medical services sector, we possess invaluable insights into the often unpredictable financial landscape. We are resolutely committed to our clients' success, shaping finance structures that empower Sourcewell members to acquire essential equipment without shouldering undue financial burdens. However, our offerings extend beyond financing; REV Finance boasts a comprehensive suite of services, encompassing vehicle leasing, comprehensive insurance packages, and a profound expertise in managing used equipment sales. Our unyielding dedication to equipment performance is reflected in our extensive network of dealers and strategically positioned regional technical centers (RTC spanning the United States and Canada. These RTCs serve as epicenters of unparalleled expertise, delivering immaculate service and maintenance to ensure that vehicles under our care remain in a state of perpetual readiness. For those Sourcewell members who may find themselves geographically distant from our RTCs, we've bridged the gap with a meticulously curated online aftermarket parts catalog. Supported by a state-of-the-art parts warehouse and an elite team of dedicated professionals, this catalog guarantees seamless access to every essential component, fortifying the operational excellence of your fleet. In summary, the REV Ambulance Group not only elevates industry standards but also commands a commanding market presence. We deliver exceptional products and services meticulously designed to cater exclusively to the unique needs of Sourcewell participating entities. Our unswerving commitment to excellence, innovative financing solutions, and the vast support network of dealers and RTCs position us as the quintessential partner for those in pursuit of top-tier solutions in the realm of emergency medical services.
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Table 9: Warranty

Describe in detail your manufacturer warranty program, including conditions and requirements to qualify, claims procedure, and overall structure. You may upload representative samples of your warranty materials (if applicable) in the document upload section of your response in addition to responding to the questions below.

Line Item	Question	Response *
46	Do your warranties cover all products, parts, and labor?	Please find attached the comprehensive warranty registration details encompassing all facets of our warranty provisions and claims procedures for each distinguished brand within our portfolio. These warranties are a testament to our unwavering commitment to quality and serve as an iron-clad assurance against any defects in material and craftsmanship that can be attributed to the esteemed REV Ambulance Group brands arising during standard use and service. It's worth noting that components outside our direct purview come fortified with the manufacturer's robust warranty guarantees. Trust in our brand is not just about our superior products but also about our enduring promise of their longevity and performance. See attachment Table 9 Warranties
47	Do your warranties impose usage restrictions or other limitations that adversely affect coverage?	Our warranties, tailored specifically for the esteemed REV Ambulance Group brands, are designed for typical scenarios and the intensive usage that emergency services can often demand. Recognizing the rigorous conditions under which our products operate, we've meticulously crafted our warranties to stand resilient even in high-stress environments, ensuring that our commitment to you extends far beyond mere 'normal' use and service. For a comprehensive understanding and in-depth details on the scope and provisions of our warranties, we urge you to refer to the attached warranty documents for each brand under the REV Ambulance Group umbrella. Your trust in our products is paralleled by our assurance of their durability and performance, even in the most demanding situations.

48	Do your warranties cover the expense of technicians' travel time and mileage to perform warranty repairs?	Outlined in our dealer and distributor agreements, as well as our warranties, is the specification that travel time and mileage are typically not covered. However, as a manufacturer deeply committed to ethical practices and customer satisfaction, we evaluate every reimbursement request on its individual merits. Each case is assessed thoroughly to determine the most appropriate course of action, ensuring fairness and due diligence. While mileage isn't conventionally a covered item, some of our dedicated dealers may choose to accommodate this cost at their discretion.
49	Are there any geographic regions of the United States or Canada (as applicable) for which you cannot provide a certified technician to perform warranty repairs? How will Sourcewell participating entities in these regions be provided service for warranty repair?	Horton, AEV, and Leader are based solely in the US and have not expanded to Canada. In areas without an official dealer, we're committed to ensuring smooth warranty processes by allowing customers to select their preferred service center for approvals.
50	Will you cover warranty service for items made by other manufacturers that are part of your proposal, or are these warranties issues typically passed on to the original equipment manufacturer?	REV Ambulance Group and its esteemed brands, including Wheeled Coach and Road Rescue, are unwavering in their commitment to ensuring our customers' peace of mind throughout their ownership journey. In the event of a third-party component failure within our conversion warranty timeframe, you can trust us to handle the warranty service seamlessly. However, once the conversion warranty period concludes, the responsibility for warranty service transitions to the original equipment manufacturer (OEM). Horton, another trusted brand within the REV Ambulance Group, takes customer satisfaction to heart. Our foundational 2-year/24,000-mile conversion warranty goes above and beyond by covering components, even when the original manufacturer may not. We go the extra mile by actively assisting our clients in obtaining warranties and part replacements from our vendors. We take pride in offering an integrated 'one-stop-shop' warranty solution, setting us distinctly apart from many of our competitors. At AEV, our commitment is to bridge the gap for our clients. While we do align with the original equipment manufacturer's warranty terms, we also serve as active intermediaries with several vendors. This means we can readily supply new parts and coordinate directly with the vendor, streamlining the process for our esteemed customers. Similarly, Leader and REV Remount Centers share this commitment to bridging the gap for our clients. Just like AEV, we align with the original equipment manufacturer's warranty terms but also play an active intermediary role with multiple vendors. This enables us to promptly supply new parts and efficiently coordinate with vendors, simplifying the warranty process for our valued customers. At REV Ambulance Group and its brands, we are dedicated to ensuring that our customers experience seamless and hassle-free warranty service, whether during the conversion warranty period or beyond. Our commitment to customer satisfaction extends to every facet of our service, making us your trusted partner in the world of emergency vehicles and ambulance solutions. Specific warranty information can be located on the individual attached warranty documents. See attachment Table 9 Warranties
51	What are your proposed exchange and return programs and policies?	Given the myriad of factors involved, decisions will be made on an individual case basis, ensuring the most appropriate action is taken and seen through to completion. Generally, REV Ambulance Group does not facilitate exchanges or returns on entire vehicles except under specific trade-in conditions at the customer's request.
52	Describe any service contract options for the items included in your proposal.	REV Ambulance Group is proud to offer a comprehensive approach to meeting customers' unique service needs. Our dealer distributors, equipped with extensive expertise and a dedication to customer satisfaction, are poised to go the extra mile in customizing service contracts that align perfectly with customers' distinct requirements. In addition to tailored service contracts, our dealer distributors are empowered to present extended service contracts, providing an additional layer of assurance and peace of mind for our valued customers. Your satisfaction and confidence in our products and services are paramount to us. Our extended factory warranties are readily available upon request for those seeking extended protection. This underscores our unwavering commitment to ensuring that customers have the highest level of support and assurance when it comes to their REV Ambulance Group vehicles. Your trust in us drives our commitment to delivering excellence in every aspect of our service.

Table 10: Payment Terms and Financing Options

Line Item	Question	Response *
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53	Describe your payment terms and accepted payment methods.	REV Ambulance Group, home to renowned brands, ensures a smooth and efficient transaction process for our valued customers. When it comes to payment, we have established clear guidelines to facilitate a seamless experience, whether you're acquiring an ambulance from one of our brands or engaging in a direct factory sale. Upon delivery to the designated brand, immediate payment is requisite. This commitment to prompt payment reflects our dedication to a hassle-free transaction process. We offer the convenience and security of payment options, typically through check or direct wire transfers. Our dealer distributors play a pivotal role in ensuring a tailored approach to payment terms, aligning them with the specific needs of our clients. We understand that flexibility is key, and our dealers are here to work with the customer to create terms that suit their requirements. We anticipate payment upon delivery for direct factory sales unless prior bespoke arrangements have been established. These arrangements are designed to enhance your buying experience, further demonstrating our commitment to providing you with the utmost convenience and satisfaction in your interactions with REV Ambulance Group. The customer's trust in us drives our dedication to excellence in every aspect of our service
54	Describe any leasing or financing options available for use by educational or governmental entities.	As a distinguished REV Group subsidiary, the REV Ambulance Group is uniquely positioned to present our clients with specialized Municipal Ambulance Financing solutions. Through REV Financial Services, we guarantee a swift response, unparalleled service, and adaptability in our financial products, all tailored to align seamlessly with our customer's fiscal aspirations. It's noteworthy that an overwhelming majority, 8 out of 10 organizations, choose financing as their pathway to secure new equipment. Our Municipal Financing offerings include: a) Extended Terms: Benefit from terms extending up to 7 years. Lock in fixed payments today, ensuring immunity from potential future inflation. b) Flexible Payment Schedules: Choose from annual, quarterly, or monthly payments, which effectively safeguard credit lines, ensuring you have ample credit when difficulties arise. c) Customized Financing Options: We prioritize capital conservation, whether lease purchasing or short-term financing spanning 1-12 months. With 100% equipment financing and more, funds can be redirected to other pivotal investments such as hiring, procuring materials, and amplifying business growth. d) Comprehensive Equipment Financing: Alongside the ambulance, we also cater to financing auxiliary equipment – from advanced electronics to state-of-the-art cots. Our adaptive payment structures can be meticulously molded to resonate with each client's financial landscape. Additionally, we suggest the customer check with any Sourcwell-awarded vendor to NCL to ensure they know their options and the full advantages of all available resources. Our dealers can also direct the customer to any local financial offices to investigate options. See attached financial brochures Table 10 Financial Brochures

55	Describe any standard transaction documents that you propose to use in connection with an awarded contract (order forms, terms and conditions, service level agreements, etc.). Upload a sample of each (as applicable) in the document upload section of your response.	At REV Ambulance Group and across our esteemed brands, we adhere to established protocols and procedures for awarded contracts. We employ standard transaction documents that are in line with industry best practices. These documents encompass various forms, such as order forms, terms and conditions, service level agreements, and more, all of which are essential for ensuring a seamless and transparent contractual process. For your convenience, we have attached relevant samples of these documents in the document upload section of our submission. These samples serve as valuable references and resources to help you navigate the contractual aspects of your engagement with REV Ambulance Group and our brands. Much of our quoting is web-based and order placement not only expedites the entire process but also allows for greater transparency and communication between REV Ambulance Group, our dealers, and our customers. It exemplifies our commitment to leveraging technology to enhance customer experience and operational efficiency. We are committed to providing clarity and transparency in all our interactions and transactions; these documents are a testament to that commitment. See attachment Table 10 New order sales forms
56	Do you accept the P-card procurement and payment process? If so, is there any additional cost to Sourcwell participating entities for using this process?	Regarding part orders placed directly with our dealers for parts purchases, some of our dealer distributors may accept P-cards (Purchase Cards) as a payment method. However, it's important to note that accepting P-cards may vary among individual dealers within the REV Ambulance Group network. We recommend that members who are interested in using P-cards for their parts purchases directly confirm this payment option with the specific dealer they are working with. Each dealer may have its own policies and procedures regarding payment methods, including whether or not P-cards are accepted. It's also worth mentioning that, as a general policy, REV Ambulance Group itself does not accept P-cards as a payment method. Therefore, any inquiries or arrangements related to P-card usage should be directed to the respective dealer with whom the member is conducting their parts purchase transactions. We are committed to facilitating a smooth and convenient purchasing experience for our customers, and our dealers are here to assist with any specific payment inquiries or preferences.

Table 11: Pricing and Delivery

Provide detailed pricing information in the questions that follow below. Keep in mind that reasonable price and product adjustments can be made during the term of an awarded Contract as described in the RFP, the template Contract, and the Sourcwell Price and Product Change Request Form.

Line Item	Question	Response *
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57	Describe your pricing model (e.g., line-item discounts or product-category discounts). Provide detailed pricing data (including standard or list pricing and the Sourcewell discounted price) on all of the items that you want Sourcewell to consider as part of your RFP response. If applicable, provide a SKU for each item in your proposal. Upload your pricing materials (if applicable) in the document upload section of your response.	REV Ambulance Group, encompassing our esteemed brands Horton, AEV, Wheeled Coach, Road Rescue, Leader, and REV Remounts employs a transparent and competitive pricing model designed to offer value and flexibility to Sourcewell members. Our pricing structure includes both line-item discounts and product-category discounts across our diverse range of products. Pricing Model: Line-Item Discounts: We provide specific discounts on individual items, ensuring Sourcewell members receive competitive pricing on each product they select. Product-Category Discounts: Discounts are also applied at the category level, which includes ambulance types, medical equipment, and customization options, among others. Detailed Pricing Data: Standard/List Pricing: Our proposal includes a comprehensive list of standard pricing for our entire product range. This encompasses various ambulance models, medical equipment, and accessories. Sourcewell Discounted Price: Exclusive discounts for Sourcewell members are provided, showing the difference between standard pricing and the special pricing available through this contract. Breath of Offering: Ambulance Models: Including Type I, II, and III ambulances, with various chassis options available from each brand. Pricing Materials: Comprehensive Pricing Document: A detailed document outlining the pricing for each product and service is uploaded in the document upload section of our RFP response. REV Ambulance Group ensures that Sourcewell members can benefit from a pricing structure that is both economical and tailored to their specific needs. Our aim is to make high-quality emergency vehicles and equipment accessible and affordable to all members, ensuring they have the tools they need to provide effective emergency services.
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58	Quantify the pricing discount represented by the pricing proposal in this response. For example, if the pricing in your response represents a percentage discount from MSRP or list, state the percentage or percentage range.	In light of our commitment to unparalleled value, all REV Ambulance brands consistently provide esteemed Sourcewell members with an exclusive offering. Whether it's Wheeled Coach's dedication to excellence, Road Rescue Emergency Vehicles' promise of top-tier service, Horton's unwavering prioritization of member needs, or AEV's, Leader and REV Remount Centers are dedication to presenting the best deals, all brands resonate with the same robust discount structure. Each offers an exclusive 3% discount on all premium base model chassis and conversion models. In addition, we collectively extend a generous 10% discount on our diverse and comprehensive options lists. To gain a deeper understanding of this commitment, accompanying documents showcase the list prices juxtaposed with the member-exclusive discount rates, emphasizing our most competitive price offerings. In conclusion, every brand under the REV Ambulance umbrella steadfastly upholds the same promise of exceptional value and exclusive discounts for our Sourcewell members. Wheeled Coach is proud to extend an exclusive 3% discount on all our premium base model chassis and conversion models exclusively for Sourcewell members. Moreover, we're pleased to offer an unparalleled 10% discount on our diverse options list. Enclosed, you will find a comprehensive breakdown showcasing the list price juxtaposed with the Sourcewell member-exclusive discount rate and our most competitive price offering. Road Rescue Emergency Vehicles is committed to delivering value to Sourcewell members. As such, we are granting a 3% off our list price on our elite base model chassis and conversion models. Further sweetening the deal, we're providing a generous 10% discount on our options list. A detailed price chart accompanying this showcases the advantageous pricing structure for our esteemed Sourcewell members. Horton prioritizes the needs of our Sourcewell members by offering a standout 3% discount on all base models. Beyond this, members can capitalize on a 10% price reduction on our vast range of published options. For a granular pricing perspective, please refer to the attached documents. AEV is thrilled to present a special 3% discount on all base models exclusively for Sourcewell members. In addition to this, we're offering a substantial 10% discount on our comprehensive range of published options. The attached document provides a detailed insight into our competitive pricing structure tailored for our valued Sourcewell members. Leader is additionally thrilled to present a special 3% discount on all base models exclusively for Sourcewell members. In addition to this, we're offering a substantial 10% discount on our comprehensive range of published options. The attached document provides a detailed insight into our competitive pricing structure tailored for our valued Sourcewell members. REV Remount Centers will to present a special 3% discount on all base models exclusively for Sourcewell members. In addition to this, we're offering a substantial 10% discount on our comprehensive range of published options. The attached document provides a detailed insight into our competitive pricing structure tailored for our valued Sourcewell members.
59	Describe any quantity or volume discounts or rebate programs that you offer.	We actively provide chassis rebates, leveraging the benefits available from chassis OEMs. At this time, we have chosen not to offer volume discounts, as our thorough analysis indicates that the operational savings for our clients would be minimal. Our focus remains on delivering substantial value through other means and avenues.
60	Propose a method of facilitating "sourced" products or related services, which may be referred to as "open market" items or "nonstandard options". For example, you may supply such items "at cost" or "at cost plus a percentage," or you may supply a quote for each such request.	Every brand within the REV Ambulance Group is committed to offering detailed quotations tailored to the specific items required by our clients. Our quotations meticulously factor in the associated costs, anticipated labor, and a strategic margin to ensure sustained profitability. This margin is fine-tuned based on critical variables such as product availability, intricacy, and operational implications. For specialized requirements, we have a process where a written request is sent to the designated teams of the respective brands for thorough review and expedited approval.

61	Identify any element of the total cost of acquisition that is NOT included in the pricing submitted with your response. This includes all additional charges associated with a purchase that are not directly identified as freight or shipping charges. For example, list costs for items like pre-delivery inspection, installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Proposer.	The prices outlined in this RFP are exclusively F.O.B. and do not encompass any expenses related to inspection trips, training, or transportation. It's imperative to note that neither the REV Ambulance Group brands nor its affiliated dealer network levy any of the aforementioned additional costs.
62	If freight, delivery, or shipping is an additional cost to the Sourcewell participating entity, describe in detail the complete freight, shipping, and delivery program.	For Wheeled Coach and Road Rescue, distributors can submit a written request for shipping. Upon review, a quotation will be furnished. Should any transportation-related issues arise with the vehicle, our distributors are to liaise directly with our delivery manager for claims processing. Regarding Horton, AEV, Leader and the REV Remount Centers freight or shipping is initiated upon customer request and is priced based on the quotes procured from transport companies. It's essential to understand that this is a pass-through expense; we bill the customer precisely what the shipping company charges us. Typically, shipping logistics are overseen by the dealer.
63	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	For all REV Ambulance Group brands, shipping arrangements are typically managed by our dealer distributor. Vehicles can be transported via flatbed or driven directly by the distributor. Often, dealers or customers choose to drive the vehicle on their own, bearing the associated costs. When flatbed transport is essential, we collaborate with a network of trucking companies to secure the most favorable rates and timely availability for our clients. On the rarest of occasions, for international destinations, we've facilitated air shipments of completed vehicles, should a customer prefer that approach.
64	Describe any unique distribution and/or delivery methods or options offered in your proposal.	For all REV Ambulance Group brands, shipping arrangements are jointly managed by our dealer distributors and our factories. Vehicles can either be transported via flatbed or driven directly by the distributor. For offshore destinations, we can make the necessary arrangements as required.

Table 12: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments
65	b. the same as the Proposer typically offers to GPOs, cooperative procurement organizations, or state purchasing departments.	NA

Table 13: Audit and Administrative Fee

Line Item	Question	Response *
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66	Specifically describe any self-audit process or program that you plan to employ to verify compliance with your proposed Contract with Sourcewell. This process includes ensuring that Sourcewell participating entities obtain the proper pricing, that the Vendor reports all sales under the Contract each quarter, and that the Vendor remits the proper administrative fee to Sourcewell. Provide sufficient detail to support your ability to report quarterly sales to Sourcewell as described in the Contract template.	REV Ambulance Group has a robust system in place to ensure compliance with our proposed Contract with Sourcewell. Our process begins at the customer's point of contact with their local REV Ambulance brand dealer, identified through the brand dealer locator on our website. Upon notifying the dealership of their Sourcewell membership, an option in our order entry system is selected to confirm this membership. Following this, we notify Sourcewell with key details such as the customer's Member ID, Application Name, Address, Ambulance Type, order receipt date, and estimated completion date. Once the vehicle is delivered, our accounting department processes the necessary administrative fee for the order. This systematic approach ensures accurate pricing for Sourcewell members and proper fee remittance. Furthermore, we prioritize education and communication, informing both dealers and customers about our partnership with Sourcewell. For non-member customers, we promote the benefits of Sourcewell membership, which streamlines their purchasing process and secures optimal pricing. To facilitate easy tracking and reporting, we've instituted an option code specifically for Sourcewell-associated orders. This enables seamless communication with Sourcewell, efficient report generation, and precise administrative fee calculation. Our brands come equipped with a full accounting staff and have established protocols and policies to meticulously capture all sales. Furthermore, we have mechanisms in place to conduct any necessary audits, ensuring that all transactions remain transparent and compliant.
67	If you are awarded a contract, provide a few examples of internal metrics that will be tracked to measure whether you are having success with the contract.	Within the REV Ambulance Group, our approach to order processing is meticulously systematic. As we handle each order, we specifically segregate and monitor Sourcewell orders using a specialized accounting spreadsheet. This process is further bolstered by the use of corporate-wide tools such as SAP and Salesforce. Our precise tracking methods not only guarantee the accuracy and efficiency of our order processing but also enable us to identify new customer acquisitions and analyze any increases in sales volume by state. To ensure a comprehensive overview of our sales performance, we maintain a dedicated team of accounting professionals at each brand, including experienced controllers. This team plays a crucial role in managing and reviewing all financial aspects of our operations. They are instrumental in tracking inbound orders monthly, providing an additional layer of scrutiny and ensuring utmost financial accuracy. Every quarter, our robust accounting infrastructure facilitates the generation of an extensive report detailing our total sales under the Sourcewell contract. This report, meticulously compiled and submitted to the Sourcewell Contract Administrator, includes essential information such as the customer's name, full physical and mailing addresses, contact details, Sourcewell's assigned entity/participation number, detailed descriptions of purchased items, purchase prices, and dates of invoicing and revenue recognition. Our commitment to transparency and integrity in our business practices is unwavering. We consistently strive to uphold the highest standards in all our transactions. As part of this commitment, we pledge full cooperation with Sourcewell in auditing all transactions under the contract. This ensures that the administrative fee is accurately calculated and remitted for every purchase made under the contract's scope, reflecting our dedication to maintaining trust and reliability in our partnership with Sourcewell. See attachment Table 13 Sales Report Line 67

68	Identify a proposed administrative fee that you will pay to Sourcewell for facilitating, managing, and promoting the Sourcewell Contract in the event that you are awarded a Contract. This fee is typically calculated as a percentage of Vendor's sales under the Contract or as a per-unit fee; it is not a line-item addition to the Member's cost of goods. (See the RFP and template Contract for additional details.)	Every brand under the umbrella of the REV Ambulance Group firmly commits to forwarding an administrative fee of \$800.00 to Sourcewell for each vehicle order. This obligation will be unequivocally borne by the individual brand involved.
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Table 14A: Depth and Breadth of Offered Equipment Products and Services

Line Item	Question	Response *
69	Provide a detailed description of the equipment, products, and services that you are offering in your proposal.	REV Ambulance Group is pleased to offer our comprehensive range of ambulance models under the brands of Horton, AEV, Wheeled Coach, Road Rescue, Leader and REV Remounts for the Sourcewell contract. Our proposal encompasses a wide spectrum of equipment, products, and services, ensuring that we cater to the diverse needs of emergency medical services across the country. 1. Ambulance Models: Horton: Renowned for its robust and durable construction, Horton ambulances are designed for reliability and longevity. Models include Type I, Type II, and Type III ambulances, each equipped with state-of-the-art safety features and advanced life support capabilities. AEV: AEV ambulances are known for their innovative design and technological integration. Our offerings include a range of models from compact Type II vans to spacious and versatile Type I and Type III configurations. Wheeled Coach: As a leader in customization, Wheeled Coach provides ambulances that are adaptable to various operational requirements. Our lineup includes all ambulance types, each customizable to specific department needs. Our offerings include a range of models from compact Type II vans to spacious and versatile Type I and Type III configurations. Road Rescue: Specializing in custom-built solutions, Road Rescue ambulances are tailored to match exact specifications for performance, comfort, and efficiency in emergency situations. Our offerings include a range of models from spacious and versatile Type I and Type III configurations. Leader: Focused on quality and craftsmanship, Leader ambulances offer a blend of advanced technology and user-centered design, ensuring comfort and efficiency for both patients and EMS professionals. Our offerings include a range of models from compact Type II vans to spacious and versatile Type I and Type III configurations. REV Remount: Are focused on remounting all the REV Ambulance brand models. 2. Equipment and Features: Our ambulances come equipped with the latest in emergency medical equipment, including advanced life support systems, integrated communication systems, and innovative safety features like rollover protection and advanced restraint systems. Each brand offers unique features such as Horton's HOPS system, AEV's TraumaHawk system, Wheeled Coach's Cool Bar HVAC system, Road Rescue's Ultramedic configurations, and Leader's ergonomic designs. 3. Services: Comprehensive After-Sales Support: Including maintenance, repairs, and parts replacement through our network of service centers and remount facilities. Customization and Consultation: Tailored solutions to meet specific operational needs, including custom cabinetry, electrical systems, and exterior graphics. Training and Education: Offering comprehensive training programs on the operation and maintenance of our ambulances to ensure optimal performance and longevity. In summary, our proposal includes a complete suite of ambulances from our diverse brands, each known for their quality, innovation, and reliability. Alongside our top-of-the-line vehicles, we provide an array of services designed to ensure the satisfaction and success of Sourcewell participating entities. We are committed to delivering excellence in emergency medical transportation and support.

70	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	REV Ambulance Group's diverse range of products and services can be categorized into the following subcategories: Custom Ambulance Manufacturing: Type I Ambulances: Built on a truck chassis with a modular ambulance box. Type II Ambulances: Based on a van chassis, ideal for urban and community-based services. Type III Ambulances: Featuring a cutaway van chassis with a modular ambulance box. Specialty Ambulances and Vehicles: Critical Care Transport (CCT) Units: Specifically designed for critical care patient transport. Bariatric Ambulances: Equipped to handle larger patients comfortably and safely. All-Terrain and 4x4 Ambulances: For rugged terrains and challenging emergency situations. Safety and Technology Integration: Rollover Protection Systems: Enhancing vehicle safety in adverse conditions. Advanced Restraint Systems: Ensuring patient and crew safety during transport. Integrated Communication Systems: Facilitating seamless communication with hospitals and emergency services. After-Sales Support and Services: Maintenance and Repairs: Regular servicing, repairs, and part replacements. Remount Services: Refurbishing and updating older ambulance models for extended service life. Training and Education Programs: For operational efficiency and optimal use of ambulances. Innovative Solutions and Technologies: Telematics and Fleet Management Systems: For real-time tracking and management of ambulance fleets. AI-Driven Diagnostic Tools: Enhancing on-scene patient care and diagnostics. These subcategories comprehensively encapsulate the range of products and services offered by REV Ambulance Group, ensuring a holistic solution for emergency medical and ambulance requirements. Each subcategory is designed to meet the specific needs of emergency medical services, providing state-of-the-art vehicles, equipment, and support services. Each of the brands has processes in place to support these special request requirements as needed through utilizing the expertise knowledge and leverage of our dealer network partners.
71	Describe available options for customization of the equipment and products offered in your proposal and any related order processes.	Customization and Upfitting Services can include but are not limited to: Interior Customization: Tailored cabinetry, seating configurations, and medical equipment installations. Exterior Customization: Lighting, cabinetry, and medical equipment installations. Exterior Graphics and Branding: Custom paint jobs and graphics to reflect agency branding. Electrical System Customizations: Upgrades for lighting, power management, and auxiliary systems. SR Special Requests are captured through the dealer network when working with the customer. Depending on the specific request, the order is processed by each brand's sales assistant and integrated into the work order. See attached Table 14A Special Request.

72	Describe available remount or refurbishing services included within your proposal, the pricing method for such services, and any related order processes.	REV Ambulance Group is committed to extending the lifecycle of emergency vehicles through our specialized Remount Centers. Our proposal includes comprehensive remount and refurbishing services, designed to modernize, upgrade, and extend the service life of ambulances. Remount and Refurbishing Services: Scope of Services: Complete Vehicle Evaluation: Detailed assessment of the ambulance to identify areas for remounting or refurbishment. Customization Options: Offering a range of upgrades including cabinetry, lighting, electrical systems, and exterior graphics. Safety and Technology Upgrades: Enhancements such as improved restraint systems, rollover protection, and advanced communication tools. Pricing Method: Transparent Quoting Process: Our Remount Centers provide detailed quotes based on the specific needs and requests of each vehicle. Pricing is determined by the extent of the remount or refurbishing work required, with options for various budgets. Attachment of Pricing Examples: Enclosed in our proposal are examples of quote documents that illustrate the pricing structure for different levels of remount and refurbishment services. Order Processes: Quote Request: Interested Sourcewell participating entities can request a quote through our Remount Centers. Contact details and a request form are available for ease of communication. Consultation and Evaluation: Our experts will consult with the client to understand their specific needs and conduct a thorough evaluation of the ambulance. Order Documentation: Once the scope of work is agreed upon, an order document is generated, outlining the services to be provided, the timeline, and the agreed pricing. Execution and Delivery: Our skilled technicians will execute the remount or refurbishment as per the agreed specifications and timeline. REV Ambulance Group's Remount Centers are equipped to handle a diverse range of refurbishing needs, ensuring that every ambulance returns to service in an optimal condition, both functionally and aesthetically. Our streamlined order process and transparent pricing methodology make it convenient for Sourcewell members to access these services. The enclosed examples of our quote and order documents provide a clear understanding of how we approach each remount project, ensuring customer satisfaction and the highest quality of service. See attached Table 14A Remount inquiry.
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73	Describe your compliance with US standards for the equipment and products offered in your proposal, including applicable Federal and state requirements.	REV Ambulance Group, encompassing renowned brands such as Horton, AEV, Wheeled Coach, Road Rescue, and Leader, is fully committed to adhering to all applicable US standards and regulations for our equipment and products. Our proposal is crafted with a strict adherence to Federal and state requirements, ensuring the highest standards of safety, quality, and performance. Compliance with Federal Standards: National Fire Protection Association (NFPA) Compliance: Our ambulances meet NFPA 1917 standards, ensuring safety in design, construction, and performance. K-K-K Specification Compliance: We adhere to the GSA KKK-1822-F (including change notices 1-10) standards for ambulance design and manufacturing. National Institute of Standards and Technology (NIST) Compliance: Our products and processes comply with NIST standards for accuracy and reliability. Adherence to State Requirements: Customized to State Regulations: Each ambulance is built considering the specific state requirements, ensuring full compliance with regional standards and regulations. Continual Monitoring of Regulations: Our compliance team keeps abreast of changes in state laws and regulations to ensure continuous adherence. Certifications and Quality Standards: ISO 9001:2015 Certification: Our manufacturing processes are certified under ISO 9001:2015, reflecting our commitment to quality management and customer satisfaction. Society of Automotive Engineers (SAE) Compliance: We comply with SAE J3057 for body integrity testing, ensuring the structural safety and integrity of our ambulances. CAAS Ground Vehicle Standards Development Participation: We actively participate in developing and adhering to the Commission on Accreditation of Ambulance Services (CAAS) standards. Specialized Equipment Standards: FDA and Other Health Standards: All medical equipment and supplies are FDA-approved and meet relevant health and safety standards. Advanced Life Support (ALS) Equipment Compliance: Our ALS equipment adheres to the specific standards required for emergency medical operations. In summary, REV Ambulance Group's proposal is built on a foundation of rigorous compliance with US Federal and state standards. This commitment not only underscores our dedication to safety and quality but also ensures that our emergency vehicles are equipped to meet the diverse and dynamic needs of our clients across various jurisdictions.
74	Describe your compliance with Canadian standards for the equipment and products offered in your proposal, including applicable federal and provincial requirements.	REV Ambulance Group, specifically through our Wheeled Coach and Road Rescue brands, is dedicated to adhering to the highest standards of compliance with Canadian regulations for our ambulances and associated equipment. In our proposal, we have ensured that all products offered meet or exceed the applicable Canadian federal and provincial requirements. Compliance with Canadian Federal Standards: Canada Motor Vehicle Safety Standards (CMVSS): Our ambulances are built in compliance with CMVSS regulations, ensuring they meet the national safety standards for motor vehicles in Canada. Health Canada Regulations: Medical devices and equipment used in our ambulances are compliant with Health Canada guidelines, ensuring safety and efficacy in emergency medical situations. Provincial and Territorial Compliance: Adherence to Provincial Standards: Each ambulance is tailored to meet the specific standards and requirements of the province in which it will operate, ensuring full compliance with regional healthcare and vehicle operation standards. Regular Updates on Regulations: We constantly monitor and adapt to changes in provincial and territorial regulations, ensuring ongoing compliance in all jurisdictions where our ambulances operate. Certifications and Quality Standards: ISO 9001:2015 Certification: Our commitment to quality management systems is underscored by our adherence to the ISO 9001:2015 standards, applicable internationally, including in Canada. Alberta Health and Wellness Certification: Road Rescue ambulances specifically comply with the Alberta Health and Wellness Certification, ensuring they meet the stringent requirements for ambulances in Alberta. Canadian-Specific Requirements: Cold Weather Performance: Special attention is given to the design and features of our ambulances to ensure optimal performance in Canada's diverse and often challenging climatic conditions. In summary, through Wheeled Coach and Road Rescue, REV Ambulance Group ensures that our ambulances and emergency medical equipment are fully compliant with Canadian federal and provincial standards. This commitment to compliance is fundamental to our operations in Canada, ensuring that we provide safe, reliable, and high-quality emergency vehicles suited to the unique needs of the Canadian market.

Table 14B: Depth and Breadth of Offered Equipment Products and Services

Indicate below if the listed types or classes of equipment, products, and services are offered within your proposal. Provide additional comments in the text box provided, as necessary.

Line Item	Category or Type	New *	Remount *	Demo *	Used *	Comments
75	Type I ambulance units	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
76	Type I-AD ambulance units	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
77	Type II ambulance units	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
78	Type III ambulance units	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
79	Type III-AD ambulance units	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
80	Emergency medical transportation vehicles	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.
81	Vehicles used in the delivery of pre-hospital and out of hospital care	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No	Demo would still be new and untitled until purchased by end user.

Table 14C: Depth and Breadth of Offered Equipment Products and Services - Complementary/Incidental Offering

Indicate below if the listed types or classes of equipment, products, and services are offered within your proposal. Provide additional comments in the text box provided, as necessary.

Line Item	Category or Type	Offered *	Comments
82	Equipment, accessories, and supplies complementary or incidental to the purchase of a turnkey or complete unit of the types of solutions described in Line Items 75 - 81 in Table 14B above	☒ Yes ☐ No	NA
83	Services complementary or incidental to the offering of the solutions described in Line Items 75 - 81 in Table 14B above, including installation, customization, refurbishment, inspection, repair and maintenance, training, and support.	☒ Yes ☐ No	NA

Table 15: Exceptions to Terms, Conditions, or Specifications Form

Line Item 84. NOTICE: To identify any exception, or to request any modification, to Sourcewell standard Contract terms, conditions, or specifications, a Proposer must submit the proposed exception(s) or requested modification(s) via redline in the Contract Template provided in the "Bid Documents" section. Proposer must upload the redline in the "Requested Exceptions" upload field. All exceptions and/or proposed modifications are subject to review and approval by Sourcewell and will not automatically be included in the Contract.

Do you have exceptions or modifications to propose?	Acknowledgement *
	☐ Yes ☒ No

Documents**Ensure your submission document(s) conforms to the following:**

1. Documents in PDF format are preferred. Documents in Word, Excel, or compatible formats may also be provided.
 2. Documents should NOT have a security password, as Sourcewell may not be able to open the file. It is your sole responsibility to ensure that the uploaded document(s) are not either defective, corrupted or blank and that the documents can be opened and viewed by Sourcewell.
 3. Sourcewell may reject any response where any document(s) cannot be opened and viewed by Sourcewell.
 4. If you need to upload more than one (1) document for a single item, you should combine the documents into one zipped file. If the zipped file contains more than one (1) document, ensure each document is named, in relation to the submission format item responding to. For example, if responding to the Marketing Plan category save the document as "Marketing Plan."
- [Pricing](#) - Table 12. Pricing Documents.zip - Wednesday December 20, 2023 15:08:05
 - [Financial Strength and Stability](#) - Table 2. SEC Financial Filing 4th QTR 2023.zip - Wednesday December 20, 2023 15:08:27
 - [Marketing Plan/Samples](#) - Table 7. Marketing. Social Media.Communication Technology (2).zip - Wednesday December 20, 2023 15:08:55
 - [WMBE/MBE/SBE or Related Certificates](#) - Table 8. Sub K plan for REV Ambulance Group.zip - Wednesday December 20, 2023 15:09:36
 - [Warranty Information](#) - Table 9. Warranties.zip - Wednesday December 20, 2023 15:09:50
 - [Standard Transaction Document Samples](#) - Table 10. New Order.Sales Forms.zip - Wednesday December 20, 2023 15:10:26
 - Requested Exceptions (optional)
 - [Upload Additional Document](#) - Additional Information.zip - Wednesday December 20, 2023 16:36:53

Addenda, Terms and Conditions

PROPOSER AFFIDAVIT AND ASSURANCE OF COMPLIANCE

I certify that I am the authorized representative of the Proposer submitting the foregoing Proposal with the legal authority to bind the Proposer to this Affidavit and Assurance of Compliance:

1. The Proposer is submitting this Proposal under its full and complete legal name, and the Proposer legally exists in good standing in the jurisdiction of its residence.
2. The Proposer warrants that the information provided in this Proposal is true, correct, and reliable for purposes of evaluation for contract award.
3. The Proposer, including any person assisting with the creation of this Proposal, has arrived at this Proposal independently and the Proposal has been created without colluding with any other person, company, or parties that have or will submit a proposal under this solicitation; and the Proposal has in all respects been created fairly without any fraud or dishonesty. The Proposer has not directly or indirectly entered into any agreement or arrangement with any person or business in an effort to influence any part of this solicitation or operations of a resulting contract; and the Proposer has not taken any action in restraint of free trade or competitiveness in connection with this solicitation. Additionally, if Proposer has worked with a consultant on the Proposal, the consultant (an individual or a company) has not assisted any other entity that has submitted or will submit a proposal for this solicitation.
4. To the best of its knowledge and belief, and except as otherwise disclosed in the Proposal, there are no relevant facts or circumstances which could give rise to an organizational conflict of interest. An organizational conflict of interest exists when a vendor has an unfair competitive advantage or the vendor's objectivity in performing the contract is, or might be, impaired.
5. The contents of the Proposal have not been communicated by the Proposer or its employees or agents to any person not an employee or legally authorized agent of the Proposer and will not be communicated to any such persons prior to Due Date of this solicitation.
6. If awarded a contract, the Proposer will provide to Sourcewell Participating Entities the equipment, products, and services in accordance with the terms, conditions, and scope of a resulting contract.
7. The Proposer possesses, or will possess before delivering any equipment, products, or services, all applicable licenses or certifications necessary to deliver such equipment, products, or services under any resulting contract.
8. The Proposer agrees to deliver equipment, products, and services through valid contracts, purchase orders, or means that are acceptable to Sourcewell Members. Unless otherwise agreed to, the Proposer must provide only new and first-quality products and related services to Sourcewell Members under an awarded Contract.
9. The Proposer will comply with all applicable provisions of federal, state, and local laws, regulations, rules, and orders.
10. The Proposer understands that Sourcewell will reject RFP proposals that are marked "confidential" (or "nonpublic," etc.), either substantially or in their entirety. Under Minnesota Statutes Section 13.591, subdivision 4, all proposals are considered nonpublic data until the evaluation is complete and a Contract is awarded. At that point, proposals become public data. Minnesota Statutes Section 13.37 permits only certain narrowly defined data to be considered a "trade secret," and thus nonpublic data under Minnesota's Data Practices Act.
11. Proposer its employees, agents, and subcontractors are not:
 1. Included on the "Specially Designated Nationals and Blocked Persons" list maintained by the Office of Foreign Assets Control of the United States Department of the Treasury found at: <https://www.treasury.gov/ofac/downloads/sdnlist.pdf>;
 2. Included on the government-wide exclusions lists in the United States System for Award Management found at: <https://sam.gov/SAM/>; or
 3. Presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated

by the State of Minnesota; the United States federal government or the Canadian government, as applicable; or any Participating Entity. Vendor certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this solicitation.

☒ By checking this box I acknowledge that I am bound by the terms of the Proposer's Affidavit, have the legal authority to submit this Proposal on behalf of the Proposer, and that this electronic acknowledgment has the same legal effect, validity, and enforceability as if I had hand signed the Proposal. This signature will not be denied such legal effect, validity, or enforceability solely because an electronic signature or electronic record was used in its formation. - Holly Russell, Manager Sales, REV Group Inc.

The Proposer declares that there is an actual or potential Conflict of Interest relating to the preparation of its submission, and/or the Proposer foresees an actual or potential Conflict of Interest in performing the contractual obligations contemplated in the bid.

☒ Yes ☐ No

The Bidder acknowledges and agrees that the addendum/addenda below form part of the Bid Document.

Check the box in the column "I have reviewed this addendum" below to acknowledge each of the addenda.

File Name	I have reviewed the below addendum and attachments (if applicable)	Pages
Addendum_2_Ambulance_RFP_122123 Wed November 29 2023 11:17 AM	☒	1
Addendum_1_Ambulance_RFP_122123 Wed November 22 2023 09:10 AM	☒	1

Applicant Name: Esmeralda County Board of Commissioners

BUDGET NARRATIVE

(Form Revised March 2026)

USE FORMULAS FOR ALL TOTALS

Total Personnel Costs	including fringe	Total:	\$	491,334
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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Months worked</u> <u>Annual</u>	<u>Amount Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

One of three (3) full-time EMT-level or higher Esmeralda County Rural Emergency Medical Service positions at Goldfield, the county seat, which has the county's highest call volumes. Will work an A, B, C shift schedule, with each staff member working a 48-hour shift followed by 96 hours off (48/96). This structure ensures continuous staffing; allows for consecutive days off, which helps with rest and training; and, over time, allows all three shifts to share weekends and holidays. When combined with the 24/7 contract paramedic position and county volunteers, Phase 1 will allow Esmeralda County to begin establishing full-time staffing at Goldfield.

	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

One of three (3) full-time EMT-level or higher Esmeralda County Rural Emergency Medical Service positions at Goldfield, the county seat, which has the county's highest call volumes. Will work an A, B, C shift schedule, with each staff member working a 48-hour shift followed by 96 hours off (48/96). This structure ensures continuous staffing; allows for consecutive days off, which helps with rest and training; and, over time, allows all three shifts to share weekends and holidays. When combined with the 24/7 contract paramedic position and county volunteers, Phase 1 will allow Esmeralda County to begin establishing full-time staffing at Goldfield.

	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

One of three (3) full-time EMT-level or higher Esmeralda County Rural Emergency Medical Service positions at Goldfield, the county seat, which has the county's highest call volumes. Will work an A, B, C shift schedule, with each staff member working a 48-hour shift followed by 96 hours off (48/96). This structure ensures continuous staffing; allows for consecutive days off, which helps with rest and training; and, over time, allows all three shifts to share weekends and holidays. When combined with the 24/7 contract paramedic position and county volunteers, Phase 1 will allow Esmeralda County to begin establishing full-time staffing at Goldfield.

	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
Overtime/Backfill pay	\$80,000.00	60.000%	100.000%	11	91.67%	\$

Esmeralda County Rural Emergency Medical Service must budget for overtime to maintain consistent 24/7 coverage. Labor will be the largest expense for the EMS agency (accounting for approximately 69% of total costs), and overtime will be used to fill shifts when staff are sick, injured, or when a position is vacant. Because Esmeralda County cannot predict emergency need, it must be prepared to pay overtime as part of normal operations.

Operating	Total Fringe Cost	\$184,250	Total Salary Cost:	\$307,083
	Total Budgeted FTE	4.00000		
			Total:	\$5,000

	Monthly expense	FTE	Number of Months	Total
Uniforms/PPE	\$5,000	1	1	\$5,000.00

Justification:

Funding for uniforms for three county-hired EMS professionals to include shirt, pants, jacket, footwear, belt, jump bag, and personal protective equipment (PPE) to protect EMS professionals operating in high-risk, unpredictable environments. PPE safeguards against exposure to bloodborne pathogens and other hazards, while standardized uniforms ensure visibility, identification, and professionalism during emergency response. Investing in compliant, high-quality gear supports safety standards, reduces liability, and enables responders to deliver care effectively.

Equipment	Quantity	Cost per each	Total:	\$1,111,344
			Total	

New Type 1 RAM 4500 4x4 Ambulances	3	\$ 370,448.00	\$1,111,344.00
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Justification:

Three (3) Type I new RAM 4500 4x4, 153" Mod, Wheeled Coach (\$304,322 each) with additional Stryker Power Load stretcher system (\$66,000 each) = \$370,322 each. Includes graphics, cell booster, aluminum wheels, multi-unit discount, Sourcewell contract pricing, and delivery to Esmeralda County from West Valley City, Utah.

Currently, Esmeralda County operates with aging ambulances, ranging from 14 to 28 years old. This creates significant reliability issues as increased age and miles lead to higher risk of mechanical failure during patient transport, increased maintenance costs, and compromised patient care due to lack of modernized equipment. New ambulances will be tailored for rural response conditions, ensuring the county is equipped with reliable, modern transport units. Rocky Mountain Emergency Vehicles is holding three build slots for Esmeralda County with a final build date of December 2026. Esmeralda County will join Sourcewell national contracts to ensure the best possible pricing for each ambulance. Other potential vendors are booking builds from two to three years out.

Ambulances will be stationed at Goldfield, Silver Peak and Fish Lake Valley (Dyer). This investment directly supports the project's outcomes by strengthening the county's ability to respond to 911 calls with appropriate equipment, improving response times, and expanding transport capacity. Ambulances will enable seamless integration between the Quick Response Vehicle (QRV) and county EMS operations, ensuring patients can be stabilized quickly and transported efficiently to higher levels of care. Additionally, having reliable ambulances available supports regional response capabilities, enhances coordination during large-scale incidents, and contributes to overall system sustainability. By improving both response and transport functions, the ambulance purchase plays a key role in achieving consistent, high-quality emergency medical services across the county.

Contractual**\$439,995****Name of Contractor or Subrecipient:** Rural Medevac Alliance (RMA)**Total \$439,995****Method of Selection:** Sole Source**Period of Performance:** June 1, 2026 - August 30, 2027

1. Name of Contractor: Rural Medevac Alliance, a Nevada company (organization), will contract with the Esmeralda County Board of Commissioners.

2. Method of Selection: Sole source. Rural Medevac Alliance focuses on increasing EMS access to rural and underserved areas within Nevada. As the least populous county in Nevada, with 720 people spread across 3,589 square miles, Esmeralda County sought out RMA for its understanding of rural EMS services. Esmeralda County feels confident that RMA can help the county begin slowly and steadily to help Esmeralda County Rural EMS establish a 24/7 EMS system, starting with Goldfield, the Esmeralda County seat.

3. Period of Performance: June 1, 2026 - August 30, 2027

4. Scope of Work: Rural Medevac Alliance will provide the following deliverables: Dedicated Quick Response Vehicle (QRV) with 24/7 staffing; One Critical Care/Flight Paramedic position; Ability to assist on 911 calls in the county; Ride in county equipment as needed; Respond to all 911 calls in county; Respond to regional needs as necessary (i.e. MCI's in neighboring counties); Train RMA staff to operate Esmeralda County Rural EMS ambulances; Implement a countywide membership plan; Provide clinical education and CEUs for county staff as needed; Assist on ground transports as needed; Represent the county as a community partner at all public events.

5. Method of Accountability: Esmeralda County will ensure accountability for the sole source contract with Rural Medevac Alliance through a multi-level structure as follows: (1) Day-to-day operational oversight will be provided by Esmeralda County Rural EMS leadership, including the fire chief, who will monitor service delivery, response times, staffing coverage, and integration with county EMS operations. The chief will serve as the primary point of contact for contract management and performance review; (2) Contract performance will be governed by a formal agreement outlining scope of services, staffing requirements, response expectations, and reporting obligations. Rural Medevac Alliance will be required to provide regular documentation, including response data, staffing schedules, and service reports, to ensure compliance with contract terms; (3) Fiscal and administrative oversight will be provided by Esmeralda County in coordination with Great Basin College as the grant administrator. GBC will support compliance monitoring, documentation, and reporting requirements associated with Rural Health Transformation funding; and, (4) Final oversight will be provided by the Esmeralda County Board of Commissioners, who will review contract performance, financial expenditures, and overall program outcomes.

6. Itemized Budget and Justification: The annual (12 month) contract with Rural Medevac Alliance is \$352,000, which includes one full-time 24/7 paramedic position (filled by two critical care/flight paramedics) and a dedicated 24/7 Quick Response Vehicle, which RMA will own, but which will be branded as a partnership between RMA and Esmeralda County. In addition, RMA ensure all necessary equipment, staffing, and vehicles are maintained to ensure 24/7 response readiness. The county will assist RMA with access to all necessary radio channels and paging equipment. This 15-month period of performance will require 1.3 years of the contract (\$29,333/month x 15 months), in order to provide services from June 2026-August 2027.

Budget

Personnel - One (1) 24/7 Critical Care/Flight Paramedic Position	\$439,995.00
Total Budget	\$439,995.00

Method of Accountability: See #5 above.

Training			Total:	\$7,500
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	Registration	FTE	Total
Required annual licensure fees of EMS personnel and instructor pay, as needed, to conduct required annual re-certification classes and skills check-offs.	\$2,500.00	3	\$7,500.00

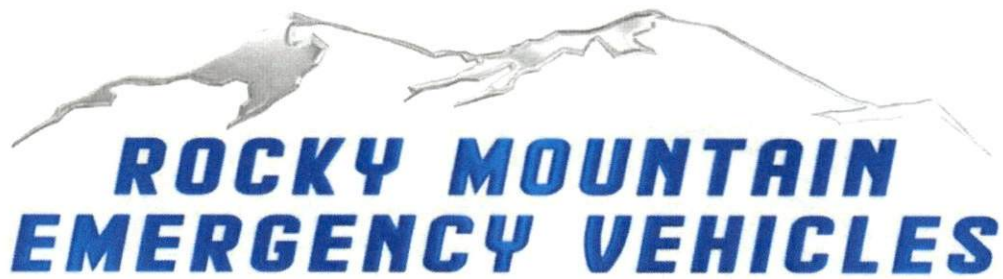
Justification: These costs ensure Esmeralda County Rural EMS staff (including full-time and volunteer staff) maintain current certifications, remain compliant with regulatory requirements, and are prepared to deliver safe, effective emergency care.

TOTAL DIRECT CHARGES	\$ 2,055,173
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Administrative Costs	Administrative Rate:	10.000%	\$205,517
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Administrative Methodology: Administrative costs support the oversight and management required to ensure awarded funds are used appropriately and in compliance with grant requirements. Great Basin College (GBC) will serve in a consulting and administrative role, coordinating purchasing, invoicing, and financial recordkeeping. GBC will also assist with required reporting and ensure all expenditures align with approved budgets and regulations. This structure promotes accountability, accurate tracking, and efficient grant management while allowing project partners to focus on service delivery.

TOTAL BUDGET	Total:	\$2,260,690
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ROCKY MOUNTAIN EMERGENCY VEHICLES

AMBULANCE - COMMAND - RESCUE

801-200-3240
john@rmevgroup.com

2550 S. Decker Lake Blvd #7
West Valley, UT 84119

Current Date: 4/2/2026

Customer Information
Esmeralda County NV
Jeffrey G. Bushnell
Chief

Rev. Date: 4/2/2026

Work Order: 10033-0001

Quote valid through 5/2/26

PART NO	DESCRIPTION	QTY
	Ambulance, New Type 1, RAM 4500 4x4 153"	3.00
Miscellaneous Items Included In Quote:		
1.	Ambulance, Qty 3, Wheeled Coach, New, RAM 4500 4x4 , 153" Mod, Wheeled Coach	913,344.00
2.	Delivery to Esmeralda Co NV	
3.	Graphics Note - priced to match current fleet design, changes may change cost.	
4.	Cell Booster - Smooth Talker multi band	
5.	Aluminum wheels - OEM or Alcoa	
6.	Multi unit discount	
7.	Sourcwell contract pricing	
8.		
Total Price As Quoted		\$913,344.00

Miscellaneous Items NOT Included In Quote:		
1.	Stryker Power load - Estimate , price based on Stryker pricing at time of order.	90,000.00
2.	Stryker Power Pro 2 Cot - Estimate , price based on Stryker pricing at time of order.	108,000.00
3.		
4.		
5.		
Total Cost of Additional Item		\$198,000.00

Accepted By:

Signature:

Print Name:

Date:

Note: Due to the current manufacturing environment, Rocky Mountain Emergency Vehicles cannot guarantee delivery of new vehicles on specific dates. Delivery dates are estimates only.



**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

**Give form to the
requester. Do not
send to the IRS.**

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type.
See Specific Instructions on page 3.

1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)

Rocky Mountain Emergency Vehicles

2 Business name/disregarded entity name, if different from above.

3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor ☐ C corporation ☒ S corporation ☐ Partnership ☐ Trust/estate

☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership)

Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.

☐ Other (see instructions)

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any)

Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any)

(Applies to accounts maintained outside the United States.)

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐

5 Address (number, street, and apt. or suite no.). See instructions.

2550 S. Decker Lake Blvd., #7

6 City, state, and ZIP code

West Valley City, UT 84119

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

- -

or

Employer identification number

8 4 - 2 8 2 1 8 7 9

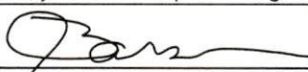
Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign
Here** Signature of
U.S. person



Date 3/12/2026

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

must obtain your correct taxpayer identification number (TIN), which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid).
- Form 1099-DIV (dividends, including those from stocks or mutual funds).
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds).
- Form 1099-NEC (nonemployee compensation).
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers).
- Form 1099-S (proceeds from real estate transactions).
- Form 1099-K (merchant card and third-party network transactions).
- Form 1098 (home mortgage interest), 1098-E (student loan interest), and 1098-T (tuition).
- Form 1099-C (canceled debt).
- Form 1099-A (acquisition or abandonment of secured property).

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

Caution: If you don't return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding*, later.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued);
2. Certify that you are not subject to backup withholding; or
3. Claim exemption from backup withholding if you are a U.S. exempt payee; and
4. Certify to your non-foreign status for purposes of withholding under chapter 3 or 4 of the Code (if applicable); and
5. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting is correct. See *What Is FATCA Reporting*, later, for further information.

Note: If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding. Payments made to foreign persons, including certain distributions, allocations of income, or transfers of sales proceeds, may be subject to withholding under chapter 3 or chapter 4 of the Code (sections 1441–1474). Under those rules, if a Form W-9 or other certification of non-foreign status has not been received, a withholding agent, transferee, or partnership (payor) generally applies presumption rules that may require the payor to withhold applicable tax from the recipient, owner, transferor, or partner (payee). See Pub. 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities*.

The following persons must provide Form W-9 to the payor for purposes of establishing its non-foreign status.

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the disregarded entity.
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the grantor trust.
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust and not the beneficiaries of the trust.

See Pub. 515 for more information on providing a Form W-9 or a certification of non-foreign status to avoid withholding.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person (under Regulations section 1.1441-1(b)(2)(iv) or other applicable section for chapter 3 or 4 purposes), do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Pub. 515). If you are a qualified foreign pension fund under Regulations section 1.897(l)-1(d), or a partnership that is wholly owned by qualified foreign pension funds, that is treated as a non-foreign person for purposes of section 1445 withholding, do not use Form W-9. Instead, use Form W-8EXP (or other certification of non-foreign status).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a saving clause. Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items.

1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
2. The treaty article addressing the income.
3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
4. The type and amount of income that qualifies for the exemption from tax.
5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if their stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first Protocol) and is relying on this exception to claim an exemption from tax on their scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 24% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include, but are not limited to, interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third-party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester;
2. You do not certify your TIN when required (see the instructions for Part II for details);
3. The IRS tells the requester that you furnished an incorrect TIN;
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only); or
5. You do not certify to the requester that you are not subject to backup withholding, as described in item 4 under "*By signing the filled-out form*" above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code*, later, and the separate Instructions for the Requester of Form W-9 for more information.

See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier.

What Is FATCA Reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all U.S. account holders that are specified U.S. persons. Certain payees are exempt from FATCA reporting. See *Exemption from FATCA reporting code*, later, and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you are no longer tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account, for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account (other than an account maintained by a foreign financial institution (FFI)), list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9. If you are providing Form W-9 to an FFI to document a joint account, each holder of the account that is a U.S. person must provide a Form W-9.

• **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note for ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040 you filed with your application.

• **Sole proprietor.** Enter your individual name as shown on your Form 1040 on line 1. Enter your business, trade, or "doing business as" (DBA) name on line 2.

• **Partnership, C corporation, S corporation, or LLC, other than a disregarded entity.** Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.

• **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. Enter any business, trade, or DBA name on line 2.

• **Disregarded entity.** In general, a business entity that has a single owner, including an LLC, and is not a corporation, is disregarded as an entity separate from its owner (a disregarded entity). See Regulations section 301.7701-2(c)(2). A disregarded entity should check the appropriate box for the tax classification of its owner. Enter the owner's name on line 1. The name of the owner entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For

example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2. If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, enter it on line 2.

Line 3a

Check the appropriate box on line 3a for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box on line 3a.

IF the entity/individual on line 1 is a(n) . . .	THEN check the box for . . .
• Corporation	Corporation.
• Individual or • Sole proprietorship	Individual/sole proprietor.
• LLC classified as a partnership for U.S. federal tax purposes or • LLC that has filed Form 8832 or 2553 electing to be taxed as a corporation	Limited liability company and enter the appropriate tax classification: P = Partnership, C = C corporation, or S = S corporation.
• Partnership	Partnership.
• Trust/estate	Trust/estate.

Line 3b

Check this box if you are a partnership (including an LLC classified as a partnership for U.S. federal tax purposes), trust, or estate that has any foreign partners, owners, or beneficiaries, and you are providing this form to a partnership, trust, or estate, in which you have an ownership interest. You must check the box on line 3b if you receive a Form W-8 (or documentary evidence) from any partner, owner, or beneficiary establishing foreign status or if you receive a Form W-9 from any partner, owner, or beneficiary that has checked the box on line 3b.

Note: A partnership that provides a Form W-9 and checks box 3b may be required to complete Schedules K-2 and K-3 (Form 1065). For more information, see the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

If you are required to complete line 3b but fail to do so, you may not receive the information necessary to file a correct information return with the IRS or furnish a correct payee statement to your partners or beneficiaries. See, for example, sections 6698, 6722, and 6724 for penalties that may apply.

Line 4 Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space on line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third-party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space on line 4.

1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2).

- 2—The United States or any of its agencies or instrumentalities.
- 3—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities.
- 5—A corporation.
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or territory.
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission.
- 8—A real estate investment trust.
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940.
- 10—A common trust fund operated by a bank under section 584(a).
- 11—A financial institution as defined under section 581.
- 12—A middleman known in the investment community as a nominee or custodian.
- 13—A trust exempt from tax under section 664 or described in section 4947.

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for . . .	THEN the payment is exempt for . . .
• Interest and dividend payments	All exempt payees except for 7.
• Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
• Barter exchange transactions and patronage dividends	Exempt payees 1 through 4.
• Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5. ²
• Payments made in settlement of payment card or third-party network transactions	Exempt payees 1 through 4.

¹ See Form 1099-MISC, Miscellaneous Information, and its instructions.

² However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) entered on the line for a FATCA exemption code.

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37).

B—The United States or any of its agencies or instrumentalities.

C—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i).

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i).

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state.

G—A real estate investment trust.

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940.

I—A common trust fund as defined in section 584(a).

J—A bank as defined in section 581.

K—A broker.

L—A trust exempt from tax under section 664 or described in section 4947(a)(1).

M—A tax-exempt trust under a section 403(b) plan or section 457(g) plan.

Note: You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns. If this address differs from the one the requester already has on file, enter "NEW" at the top. If a new address is provided, there is still a chance the old address will be used until the payor changes your address in their records.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have, and are not eligible to get, an SSN, your TIN is your IRS ITIN. Enter it in the entry space for the Social security number. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN.

If you are a single-member LLC that is disregarded as an entity separate from its owner, enter the owner's SSN (or EIN, if the owner has one). If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note: See *What Name and Number To Give the Requester*, later, for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.SSA.gov. You may also get this form by calling 800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/EIN. Go to www.irs.gov/Forms to view, download, or print Form W-7 and/or Form SS-4. Or, you can go to www.irs.gov/OrderForms to place an order and have Form W-7 and/or Form SS-4 mailed to you within 15 business days.

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and enter "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, you will generally have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note: Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon. See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier, for when you may instead be subject to withholding under chapter 3 or 4 of the Code.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if item 1, 4, or 5 below indicates otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see *Exempt payee code*, earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.

4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third-party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).

5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), ABLE accounts (under section 529A), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account) other than an account maintained by an FFI	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Two or more U.S. persons (joint account maintained by an FFI)	Each holder of the account
4. Custodial account of a minor (Uniform Gift to Minors Act)	The minor ²
5. a. The usual revocable savings trust (grantor is also trustee)	The grantor-trustee ¹
b. So-called trust account that is not a legal or valid trust under state law	The actual owner ¹
6. Sole proprietorship or disregarded entity owned by an individual	The owner ³
7. Grantor trust filing under Optional Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))**	The grantor*

For this type of account:	Give name and EIN of:
8. Disregarded entity not owned by an individual	The owner
9. A valid trust, estate, or pension trust	Legal entity ⁴
10. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
11. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
12. Partnership or multi-member LLC	The partnership
13. A broker or registered nominee	The broker or nominee
14. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
15. Grantor trust filing Form 1041 or under the Optional Filing Method 2, requiring Form 1099 (see Regulations section 1.671-4(b)(2)(i)(B))**	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name on line 1, and enter your business or DBA name, if any, on line 2. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.)

* **Note:** The grantor must also provide a Form W-9 to the trustee of the trust.

** For more information on optional filing methods for grantor trusts, see the Instructions for Form 1041.

Note: If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records From Identity Theft

Identity theft occurs when someone uses your personal information, such as your name, SSN, or other identifying information, without your permission to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax return preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity, or a questionable credit report, contact the IRS Identity Theft Hotline at 800-908-4490 or submit Form 14039.

For more information, see Pub. 5027, Identity Theft Information for Taxpayers.

Victims of identity theft who are experiencing economic harm or a systemic problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 877-777-4778 or TTY/TDD 800-829-4059.

Protect yourself from suspicious emails or phishing schemes.

Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 800-366-4484. You can forward suspicious emails to the Federal Trade Commission at spam@uce.gov or report them at www.ftc.gov/complaint. You can contact the FTC at www.ftc.gov/idtheft or 877-IDTHEFT (877-438-4338). If you have been the victim of identity theft, see www.IdentityTheft.gov and Pub. 5027.

Go to www.irs.gov/IdentityTheft to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and territories for use in administering their laws. The information may also be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payors must generally withhold a percentage of taxable interest, dividends, and certain other payments to a payee who does not give a TIN to the payor. Certain penalties may also apply for providing false or fraudulent information.

INVOICE

**Rocky Mountain Emergency
Vehicles**
2550 S Decker Lake Blvd Ste 7
West Valley City, UT 84119

accounting@rmevgroup.com
+1 (801) 362-2630
www.rmevgroup.com



Bill to

Chief Jeffrey G. Bushnell
Esmeralda County Fire District
P.O. Box 12
Goldfield, NV 89013 USA

Ship to

Chief Jeffrey G. Bushnell
Esmeralda County Fire District
P.O. Box 12
Goldfield, NV 89013 USA

Invoice details

Sales Rep: John Barson

Invoice no.: 1755
Terms: Net 15
Invoice date: 09/01/2026
Due date: 09/16/2026

#	Date	Product or service	Description	Qty	Rate	Amount
1.		Ambulance Sale	Ambulance Sale - New, Type 1, Custom, RAM 4500 4x4, 153" module	0	\$304,448.00	\$0.00
2.		Deposit	Deposit on Purchase 25%, New Build	3	\$72,112.00	\$216,336.00
3.		Stryker Power Pro 2	Stryker Cot - Power Pro 2 Full Config (based on price estimate)	3	\$36,000.00	\$108,000.00
4.		Stryker Power Load - W/O Floor Plate	Stryker Power Load - installed (based on price estimate)	3	\$30,000.00	\$90,000.00

Total **\$414,336.00**

Ways to pay

BANK

Note to customer

Thank you for your business. We look forward to working with you on this project.

[View and pay](#)



AGENDA REQUEST FORM

FOR ESMERALDA COUNTY BOARD OF COMMISSIONERS MEETING

Meeting Name: RHT Special Meeting

Date Submitted: 9/17/26 Meeting date requested 9/29/26
(see schedule to confirm)

Will be presented by: Chief Bushnell (please print clearly)

CONTACT PHONE NUMBER 775-745-3647 EMAIL jbushnell@esmeraldacountynv.gov

WILL AN ACTION BE NEEDED ON THIS ITEM? ☒ YES ☐ NO (YOU MUST CHECK ONE)

DISCUSSION/DECISION: (This must be a clear and complete statement and not vague. Please include what kind of action you are requesting, for example: approve and sign documents, approve report, give direction to entity or person, etc., or if this is just a discussion, please indicate clearly)

Sign and execute contract with Rural Medavac Alliance Inc. dba Battleborn Medavac to provide full time Paramedic coverage across Esmeralda County stationed out of Goldfield, NV.

RELATED DEPARTMENTS NOTIFIED ☒ YES ☐ NO

If YES, whom, District Attorney (review contract) and Vera Boyer (regarding budget). Please have Department Sign they received notification. Please note, if department notification is needed and is not signed request will not be accepted,

Department County Manager Signature sent via email

Department RHT Team Signature sent via email

Department _____ Signature _____

Department _____ Signature _____



If NO, please explain

WAS BACK-UP PROVIDED TO THE RELATED DEPARTMENTS ☒ YES ☐ NO

WILL THIS DOCUMENT NEED SIGNATURES ☐ YES ☒ NO (If YES, please make sure that it is clearly marked for signatures and provide three (3) copies.)

IS THIS A BUSINESS IMPACT STATEMENT ☐ YES ☒ NO (If YES, Please contact District Attorney for guidance)

PLEASE NOTE: Any agenda request that does not provide the Board with adequate information prior to or during the scheduled meeting may have the agenda request tabled or dismissed.

Chief Bushnell

Person submitting agenda request

Received by date



AGENDA REQUEST FORM

FOR ESMERALDA COUNTY BOARD OF COMMISSIONERS MEETING

Meeting Name: _____

Date Submitted: 9/17/26 Meeting date requested 9/29/26
(see schedule to confirm)

Will be presented by: Chief Bushnell (please print clearly)

CONTACT PHONE NUMBER 775-745-3647 EMAIL jbushnell@esmeraldacountynv.gov

WILL AN ACTION BE NEEDED ON THIS ITEM? ☒ YES ☐ NO (YOU MUST CHECK ONE)

DISCUSSION/DECISION: (This must be a clear and complete statement and not vague. Please include what kind of action you are requesting, for example: approve and sign documents, approve report, give direction to entity or person, etc., or if this is just a discussion, please indicate clearly)

Approve and accept job descriptions for Esmeralda County Fire District per deim positions at a range of \$400-\$450/24hr period (depending on certification, qualifications and experience) and authorize to advertise and hire as needed to ensure 24/7 emergency coverage to be funded in full through Rural Health Transformation Grant.

RELATED DEPARTMENTS NOTIFIED ☒ YES ☐ NO

If YES, whom, District Attorney (review contract) and Vera Boyer (regarding budget). Please have Department Sign they received notification. Please note, if department notification is needed and is not signed request will not be accepted,

Department County Manager Signature sent via email

Department RHT Team Signature sent via email

Department _____ Signature _____

Department _____ Signature _____



If NO, please explain

WAS BACK-UP PROVIDED TO THE RELATED DEPARTMENTS ☒ YES ☐ NO

WILL THIS DOCUMENT NEED SIGNATURES ☐ YES ☒ NO (If YES, please make sure that it is clearly marked for signatures and provide three (3) copies.)

IS THIS A BUSINESS IMPACT STATEMENT ☐ YES ☒ NO (If YES, Please contact District Attorney for guidance)

PLEASE NOTE: Any agenda request that does not provide the Board with adequate information prior to or during the scheduled meeting may have the agenda request tabled or dismissed.

Chief Bushnell/Paul Melendrez

Person submitting agenda request

Received by date

Applicant Name: Esmeralda County Board of Commissioners

BUDGET NARRATIVE

(Form Revised March 2026)

USE FORMULAS FOR ALL TOTALS

Total Personnel Costs	including fringe	Total:	\$	491,334
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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of</u> <u>Months worked</u> <u>Annual</u>	<u>Amount</u> <u>Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

One of three (3) full-time EMT-level or higher Esmeralda County Rural Emergency Medical Service positions at Goldfield, the county seat, which has the county's highest call volumes. Will work an A, B, C shift schedule, with each staff member working a 48-hour shift followed by 96 hours off (48/96). This structure ensures continuous staffing; allows for consecutive days off, which helps with rest and training; and, over time, allows all three shifts to share weekends and holidays. When combined with the 24/7 contract paramedic position and county volunteers, Phase 1 will allow Esmeralda County to begin establishing full-time staffing at Goldfield.

	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of</u> <u>Annual</u>	<u>Amount</u> <u>Requested</u>
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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of</u> <u>Annual</u>	<u>Amount</u> <u>Requested</u>
Overtime/Backfill pay	\$80,000.00	60.000%	100.000%	11	91.67%	\$

Esmeralda County Rural Emergency Medical Service must budget for overtime to maintain consistent 24/7 coverage. Labor will be the largest expense for the EMS agency (accounting for approximately 69% of total costs), and overtime will be used to fill shifts when staff are sick, injured, or when a position is vacant. Because Esmeralda County cannot predict emergency need, it must be prepared to pay overtime as part of normal operations.

Total Fringe Cost	\$184,250	Total Salary Cost:	\$307,083
Total Budgeted FTE	4.00000		

Operating		Total:	\$5,000
	Monthly expense	FTE	Number of Months
Uniforms/PPE	\$5,000	1	1

Justification:

Funding for uniforms for three county-hired EMS professionals to include shirt, pants, jacket, footwear, belt, jump bag, and personal protective equipment (PPE) to protect EMS professionals operating in high-risk, unpredictable environments. PPE safeguards against exposure to bloodborne pathogens and other hazards, while standardized uniforms ensure visibility, identification, and professionalism during emergency response. Investing in compliant, high-quality gear supports safety standards, reduces liability, and enables responders to deliver care effectively.

Equipment		Total:	\$1,111,344
	Quantity	Cost per each	Total
New Type 1 RAM 4500 4x4 Ambulances	3	\$ 370,448.00	\$1,111,344.00

Justification:

Three (3) Type I new RAM 4500 4x4, 153" Mod, Wheeled Coach (\$304,322 each) with additional Stryker Power Load stretcher system (\$66,000 each) = \$370,322 each. Includes graphics, cell booster, aluminum wheels, multi-unit discount, Sourcewell contract pricing, and delivery to Esmeralda County from West Valley City, Utah.

Currently, Esmeralda County operates with aging ambulances, ranging from 14 to 28 years old. This creates significant reliability issues as increased age and miles lead to higher risk of mechanical failure during patient transport, increased maintenance costs, and compromised patient care due to lack of modernized equipment. New ambulances will be tailored for rural response conditions, ensuring the county is equipped with reliable, modern transport units. Rocky Mountain Emergency Vehicles is holding three build slots for Esmeralda County with a final build date of December 2026. Esmeralda County will join Sourcewell national contracts to ensure the best possible pricing for each ambulance. Other potential vendors are booking builds from two to three years out.

Ambulances will be stationed at Goldfield, Silver Peak and Fish Lake Valley (Dyer). This investment directly supports the project's outcomes by strengthening the county's ability to respond to 911 calls with appropriate equipment, improving response times, and expanding transport capacity. Ambulances will enable seamless integration between the Quick Response Vehicle (QRV) and county EMS operations, ensuring patients can be stabilized quickly and transported efficiently to higher levels of care. Additionally, having reliable ambulances available supports regional response capabilities, enhances coordination during large-scale incidents, and contributes to overall system sustainability. By improving both response and transport functions, the ambulance purchase plays a key role in achieving consistent, high-quality emergency medical services across the county.

Contractual	\$439,995
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<u>Name of Contractor or Subrecipient:</u> Rural Medevac Alliance (RMA)	Total	\$439,995
<u>Method of Selection:</u> Sole Source		
<u>Period of Performance:</u> June 1, 2026 - August 30, 2027		

- 1. Name of Contractor:** Rural Medevac Alliance, a Nevada company (organization), will contract with the Esmeralda County Board of Commissioners.
- 2. Method of Selection:** Sole source. Rural Medevac Alliance focuses on increasing EMS access to rural and underserved areas within Nevada. As the least populous county in Nevada, with 720 people spread across 3,589 square miles, Esmeralda County sought out RMA for its understanding of rural EMS services. Esmeralda County feels confident that RMA can help the county begin slowly and steadily to help Esmeralda County Rural EMS establish a 24/7 EMS system, starting with Goldfield, the Esmeralda County seat.
- 3. Period of Performance:** June 1, 2026 - August 30, 2027
- 4. Scope of Work:** Rural Medevac Alliance will provide the following deliverables: Dedicated Quick Response Vehicle (QRV) with 24/7 staffing; One Critical Care/Flight Paramedic position; Ability to assist on 911 calls in the county; Ride in county equipment as needed; Respond to all 911 calls in county; Respond to regional needs as necessary (i.e. MCIs in neighboring counties); Train RMA staff to operate Esmeralda County Rural EMS ambulances; Implement a countywide membership plan; Provide clinical education and CEUs for county staff as needed; Assist on ground transports as needed; Represent the county as a community partner at all public events.
- 5. Method of Accountability:** Esmeralda County will ensure accountability for the sole source contract with Rural Medevac Alliance through a multi-level structure as follows: (1) Day-to-day operational oversight will be provided by Esmeralda County Rural EMS leadership, including the fire chief, who will monitor service delivery, response times, staffing coverage, and integration with county EMS operations. The chief will serve as the primary point of contact for contract management and performance review; (2) Contract performance will be governed by a formal agreement outlining scope of services, staffing requirements, response expectations, and reporting obligations. Rural Medevac Alliance will be required to provide regular documentation, including response data, staffing schedules, and service reports, to ensure compliance with contract terms; (3) Fiscal and administrative oversight will be provided by Esmeralda County in coordination with Great Basin College as the grant administrator. GBC will support compliance monitoring, documentation, and reporting requirements associated with Rural Health Transformation funding; and, (4) Final oversight will be provided by the Esmeralda County Board of Commissioners, who will review contract performance, financial expenditures, and overall program outcomes.
- 6. Itemized Budget and Justification:** The annual (12 month) contract with Rural Medevac Alliance is \$352,000, which includes one full-time 24/7 paramedic position (filled by two critical care/flight paramedics) and a dedicated 24/7 Quick Response Vehicle, which RMA will own, but which will be branded as a partnership between RMA and Esmeralda County. In addition, RMA ensure all necessary equipment, staffing, and vehicles are maintained to ensure 24/7 response readiness. The county will assist RMA with access to all necessary radio channels and paging equipment. This 15-month period of performance will require 1.3 years of the contract (\$29,333/month x 15 months), in order to provide services from June 2026-August 2027.

Budget

Personnel - One (1) 24/7 Critical Care/Flight Paramedic Position	\$439,995.00
Total Budget	\$439,995.00

Method of Accountability: See #5 above.

Training			Total:	\$7,500
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	Registration	FTE	Total
Required annual licensure fees of EMS personnel and instructor pay, as needed, to conduct required annual re-certification classes and skills check-offs.	\$2,500.00	3	\$7,500.00

Justification: These costs ensure Esmeralda County Rural EMS staff (including full-time and volunteer staff) maintain current certifications, remain compliant with regulatory requirements, and are prepared to deliver safe, effective emergency care.

TOTAL DIRECT CHARGES	\$ 2,055,173
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Administrative Costs	Administrative Rate:	10.000%	\$205,517
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Administrative Methodology: Administrative costs support the oversight and management required to ensure awarded funds are used appropriately and in compliance with grant requirements. Great Basin College (GBC) will serve in a consulting and administrative role, coordinating purchasing, invoicing, and financial recordkeeping. GBC will also assist with required reporting and ensure all expenditures align with approved budgets and regulations. This structure promotes accountability, accurate tracking, and efficient grant management while allowing project partners to focus on service delivery.

TOTAL BUDGET	Total:	\$2,260,690
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Esmeralda County Fire District

Per deim Advanced Emergency Medical Technician (AEMT)

FLSA Status: Exempt

Created: September 2026

Safety Sensitive: Yes

Last Revised:

Grade:

Definition:

Per deim Advanced Emergency Medical Technician's (AEMT) are responsible for providing emergency medical services (EMS), rescue operations, and public safety services throughout Esmeralda County. With an emphasis on emergency medical response, patient assessment, treatment, and transportation supports the Esmeralda County Fire District's mission of delivering professional, compassionate, and effective emergency services.

Personnel respond to medical emergencies, motor vehicle accidents, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. Employees work closely with EMTs, Advanced EMTs, Paramedics, flight medical personnel, law enforcement, and mutual aid agencies to ensure continuity of patient care and coordinated emergency response.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Per diem employees are a non-benefited position may be used to provide staffing coverage, fill vacancies, support periods of increased call volume, special events, wildland incidents, emergency activations, or other operational needs. Under the supervision of the Fire Chief or designee.

Essential Functions: (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions)

- Respond to emergency medical calls and provide Limited Advanced Life Support (ALS) patient care within the scope of AEMT certification.
- Assess, stabilize, treat, monitor, package, and transport patients to appropriate medical facilities.
- Assist Paramedics and flight medical crews with Advanced Life Support (ALS) procedures and patient care.
- Safely operate ambulances and assist in the transportation of patients while maintaining continuous patient assessment and care.
- Conduct rescue operations, including vehicle extrication, search and rescue, and other technical rescue activities.
- Protect life, property, and the environment during emergency incidents.
- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, equipment, and facilities.
- Complete patient care reports, incident reports, equipment inspections, and other required documentation accurately and in a timely manner.
- Participate in fire prevention, public education, and community outreach programs.
- Participate in emergency management, disaster response, and mutual aid operations.
- Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
- Maintain physical fitness and operational readiness to safely perform emergency response duties.

Qualifications for Employment

Knowledge of:

- Basic Life Support (BLS), Limited Advanced Life Support (ALS) principles and emergency medical care.
- Emergency vehicle operations and safe driving practices.
- Patient assessment, treatment, packaging, and transportation procedures.
- Use of personal protective equipment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective emergency medical care under stressful conditions.
- Assessing patients and making sound decisions within the AEMT scope of practice.
- Safely operating ambulances and emergency response vehicles.
- Assisting Paramedics and Advanced EMTs during advanced patient care.
- Operating emergency communications and incident documentation systems.
- Communicating effectively with patients, families, coworkers, volunteers allied agencies, and the public.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during emergency situations.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, volunteers partner agencies, and the public.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Adapt to rapidly changing emergency situations while maintaining a high standard of patient care and safety.
- Successfully maintain required certifications and complete all required training to remain operationally qualified.

Required Qualifications and Certifications:

- Current Nevada AEMT certification (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize emergency medical, hazmat, rescue and fire suppression equipment for extended periods of time. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in an emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Per deim Emergency Medical Technician (EMT)

FLSA Status: Exempt

Created: September 2026

Safety Sensitive: Yes

Last Revised:

Grade:

Definition:

Per deim Emergency Medical Technician's (EMT) are responsible for providing emergency medical services (EMS), rescue operations, and public safety services throughout Esmeralda County. With an emphasis on emergency medical response, patient assessment, treatment, and transportation supports the Esmeralda County Fire District's mission of delivering professional, compassionate, and effective emergency services.

Personnel respond to medical emergencies, motor vehicle accidents, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. Employees work closely with Advanced EMTs, Paramedics, flight medical personnel, law enforcement, and mutual aid agencies to ensure continuity of patient care and coordinated emergency response.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Per diem employees are a non-benefited position may be used to provide staffing coverage, fill vacancies, support periods of increased call volume, special events, wildland incidents, emergency activations, or other operational needs. Under the supervision of the Fire Chief or designee.

Essential Functions: (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions)

- Respond to emergency medical calls and provide Basic Life Support (BLS) patient care within the scope of EMT certification.
- Assess, stabilize, treat, monitor, package, and transport patients to appropriate medical facilities.
- Assist Advanced EMTs, Paramedics and flight medical crews with Advanced Life Support (ALS) procedures and patient care.
- Safely operate ambulances and assist in the transportation of patients while maintaining continuous patient assessment and care.
- Conduct rescue operations, including vehicle extrication, search and rescue, and other technical rescue activities.
- Protect life, property, and the environment during emergency incidents.
- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, equipment, and facilities.
- Complete patient care reports, incident reports, equipment inspections, and other required documentation accurately and in a timely manner.
- Participate in fire prevention, public education, and community outreach programs.
- Participate in emergency management, disaster response, and mutual aid operations.
- Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
- Maintain physical fitness and operational readiness to safely perform emergency response duties.

Qualifications for Employment

Knowledge of:

- Basic Life Support (BLS) principles and emergency medical care.
- Emergency vehicle operations and safe driving practices.
- Patient assessment, treatment, packaging, and transportation procedures.
- Use of personal protective equipment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective emergency medical care under stressful conditions.
- Assessing patients and making sound decisions within the EMT scope of practice.
- Safely operating ambulances and emergency response vehicles.
- Assisting Paramedics and Advanced EMTs during advanced patient care.
- Operating emergency communications and incident documentation systems.
- Communicating effectively with patients, families, coworkers, volunteers allied agencies, and the public.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during emergency situations.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, volunteers partner agencies, and the public.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Adapt to rapidly changing emergency situations while maintaining a high standard of patient care and safety.
- Successfully maintain required certifications and complete all required training to remain operationally qualified.

Required Qualifications and Certifications:

- Current Nevada EMT certification (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize emergency medical, hazmat, rescue and fire suppression equipment for extended periods of time. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in an emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Per deim Firefighter / Emergency Medical Technician (EMT)

FLSA Status: Non-exempt

Created: September 2026

Safety Sensitive: Yes

Last Revised:

Grade:

Definition:

Per Deim Firefighter/Emergency Medical Technician's (EMT) are responsible for providing emergency medical services (EMS), fire suppression, rescue operations, and public safety services throughout Esmeralda County. With an emphasis on emergency medical response, patient assessment, treatment, and transportation supports the Esmeralda County Fire District's mission of delivering professional, compassionate, and effective emergency services.

Personnel respond to medical emergencies, motor vehicle accidents, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. Employees work closely with Advanced EMTs, Paramedics, flight medical personnel, law enforcement, and mutual aid agencies to ensure continuity of patient care and coordinated emergency response.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Per diem employees are a non-benefited position may be used to provide staffing coverage, fill vacancies, support periods of increased call volume, special events, wildland incidents, emergency activations, or other operational needs. Under the supervision of the Fire Chief or designee.

Essential Functions: (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions)

- Respond to emergency medical calls and provide Basic Life Support (BLS) patient care within the scope of EMT certification.
- Assess, stabilize, treat, monitor, package, and transport patients to appropriate medical facilities.
- Assist Advanced EMTs, Paramedics and flight medical crews with Advanced Life Support (ALS) procedures and patient care.
- Safely operate ambulances and assist in the transportation of patients while maintaining continuous patient assessment and care.
- Perform fire suppression activities involving structure, wildland, vehicle, and other fire incidents.
- Conduct rescue operations, including vehicle extrication, search and rescue, and other technical rescue activities.
- Protect life, property, and the environment during emergency incidents.
- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, equipment, and facilities.
- Complete patient care reports, incident reports, equipment inspections, and other required documentation accurately and in a timely manner.
- Participate in fire prevention, public education, and community outreach programs.
- Participate in emergency management, disaster response, and mutual aid operations.
- Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
- Maintain physical fitness and operational readiness to safely perform emergency response duties.

Qualifications for Employment

Knowledge of:

- Basic Life Support (BLS) principles and emergency medical care.
- Fire suppression tactics and emergency response operations.
- Emergency vehicle operations and safe driving practices.
- Patient assessment, treatment, packaging, and transportation procedures.
- Firefighter safety practices and the use of personal protective equipment.
- Incident Command System (ICS) and National Incident Management System (NIMS).

- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective emergency medical care under stressful conditions.
- Assessing patients and making sound decisions within the EMT scope of practice.
- Safely operating ambulances and emergency response vehicles.
- Assisting Paramedics and Advanced EMTs during advanced patient care.
- Fire suppression, rescue, and extrication techniques.
- Operating emergency communications and incident documentation systems.
- Communicating effectively with patients, families, coworkers, allied agencies, and the public.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during emergency situations.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, volunteers partner agencies, and the public.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Adapt to rapidly changing emergency situations while maintaining a high standard of patient care and firefighter safety.
- Successfully maintain required certifications and complete all required training to remain operationally qualified.

Required Qualifications and Certifications:

- Current Nevada EMT certification (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.

- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical and firefighting operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize emergency medical, hazmat, rescue and fire suppression equipment for extended periods of time. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such

accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in an emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Per deim Firefighter / Paramedic

FLSA Status: Exempt

Safety Sensitive: Yes

Grade:

Created: September 2026

Last Revised:

Definition:

Per deim Firefighter/Paramedic's are responsible for providing advanced emergency medical services (ALS), fire suppression, rescue operations, and public safety services throughout Esmeralda County. This position places a primary emphasis on advanced prehospital emergency medical care, patient assessment, treatment, stabilization, and transportation while supporting the District's mission of delivering professional, compassionate, and high-quality emergency services.

Personnel respond to medical emergencies, motor vehicle collisions, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. The Firefighter/Paramedic serves as the lead medical provider on ALS incidents, exercising independent clinical judgment within established medical protocols and under the direction of the District's Medical Director. Personnel work closely with EMTs, Advanced EMTs, flight medical crews, hospitals, law enforcement, and mutual aid agencies to ensure continuity of patient care from the scene through definitive treatment.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Per diem employees are a non-benefited position may be used to provide staffing coverage, fill vacancies, support periods of increased call volume, special events, wildland

incidents, emergency activations, or other operational needs. Under the supervision of the Fire Chief or designee.

Essential Functions (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions):

- Respond to emergency medical calls and provide Advanced Life Support (ALS) patient care within the scope of Paramedic certification.
- Perform comprehensive patient assessments and develop treatment plans utilizing established medical protocols.
- Administer medications, establish intravenous (IV) and intraosseous (IO) access, perform advanced airway management, cardiac monitoring, 12-lead ECG interpretation, defibrillation, pacing, and other ALS procedures.
- Provide advanced trauma and medical care while exercising sound clinical judgment.
- Lead patient care on ALS incidents and provide medical direction to EMTs and Advanced EMTs within the incident.
- Safely operate ambulances while providing continuous patient assessment, treatment, monitoring, and transportation to the appropriate medical facility.
- Coordinate patient care with receiving hospitals, flight medical crews, physicians, and other healthcare providers.
- Assist with interfacility transfers requiring advanced life support.
- Participate in quality improvement and patient care review initiatives.
- Respond to structure fires, wildland fires, vehicle fires, hazardous materials incidents, and rescue emergencies.
- Perform fire suppression, search and rescue, vehicle extrication, scene stabilization, and protection of life and property.
- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, medical equipment, communications equipment, and District facilities.
- Complete patient care reports, incident documentation, medication records, narcotic accountability, equipment inspections, and other required reports accurately and in a timely manner.
- Assist with EMS training, mentoring, and continuing education for EMTs, Advanced EMTs, firefighters, and volunteer personnel.

- Participate in fire prevention, public education, emergency preparedness, disaster response, and mutual aid operations.
 - Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
 - Maintain physical fitness and operational readiness to safely perform emergency response duties.
-

Qualifications for Employment

Knowledge of:

- Advanced Life Support (ALS) principles and prehospital emergency medical care.
- Advanced patient assessment, treatment, packaging, and transportation procedures.
- Cardiac monitoring, ECG interpretation, pharmacology, airway management, and advanced resuscitation techniques.
- Fire suppression tactics and emergency response operations.
- Emergency vehicle operations and safe driving practices.
- Trauma management and medical emergency treatment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective ALS patient care in dynamic and stressful environments.
- Performing advanced airway procedures, medication administration, IV/IO therapy, cardiac monitoring, and other ALS interventions.
- Exercising sound clinical judgment and decision-making under pressure.
- Safely operating ambulances and emergency response vehicles.
- Fire suppression, rescue, and extrication techniques.
- Communicating effectively with patients, families, hospitals, allied agencies, and coworkers.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during high-acuity emergencies.
- Function independently as the lead ALS provider while working collaboratively within a multidisciplinary response team.

- Perform physically demanding work in hazardous environments and adverse weather conditions.
 - Lift, carry, move, and transport patients and equipment safely.
 - Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
 - Establish and maintain effective working relationships with coworkers, partner agencies, healthcare providers, and the public.
 - Maintain confidentiality and professionalism while delivering exceptional patient care.
 - Adapt to rapidly changing emergency situations while maintaining the highest standards of medical care and firefighter safety.
 - Successfully maintain all required certifications, licensure, continuing education, and competency requirements.
-

Required Qualifications and Certifications:

- Current Nevada Paramedic License (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- American Heart Association ACLS/PALS certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical and firefighting operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
- Service in public safety example service on volunteer or combination fire department

- Previous experience in related fields.

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize fire suppression equipment for long periods of time. Strength and stamina to fight fires while wearing heavy protective clothing. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Firefighter / Emergency Medical Technician (EMT)

FLSA Status: Non-exempt

Safety Sensitive: Yes

Grade:

Created: September 2026

Last Revised:

Definition:

Firefighter/Emergency Medical Technician's (EMT) are responsible for providing emergency medical services (EMS), fire suppression, rescue operations, and public safety services throughout Esmeralda County. With an emphasis on emergency medical response, patient assessment, treatment, and transportation supports the Esmeralda County Fire District's mission of delivering professional, compassionate, and effective emergency services.

Personnel respond to medical emergencies, motor vehicle accidents, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. Employees work closely with Advanced EMTs, Paramedics, flight medical personnel, law enforcement, and mutual aid agencies to ensure continuity of patient care and coordinated emergency response.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Essential Functions: (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions)

- Respond to emergency medical calls and provide Basic Life Support (BLS) patient care within the scope of EMT certification.
- Assess, stabilize, treat, monitor, package, and transport patients to appropriate medical facilities.

- Assist Advanced EMTs, Paramedics and flight medical crews with Advanced Life Support (ALS) procedures and patient care.
- Safely operate ambulances and assist in the transportation of patients while maintaining continuous patient assessment and care.
- Perform fire suppression activities involving structure, wildland, vehicle, and other fire incidents.
- Conduct rescue operations, including vehicle extrication, search and rescue, and other technical rescue activities.
- Protect life, property, and the environment during emergency incidents.
- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, equipment, and facilities.
- Complete patient care reports, incident reports, equipment inspections, and other required documentation accurately and in a timely manner.
- Participate in fire prevention, public education, and community outreach programs.
- Participate in emergency management, disaster response, and mutual aid operations.
- Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
- Maintain physical fitness and operational readiness to safely perform emergency response duties.

Qualifications for Employment

Knowledge of:

- Basic Life Support (BLS) principles and emergency medical care.
- Fire suppression tactics and emergency response operations.
- Emergency vehicle operations and safe driving practices.
- Patient assessment, treatment, packaging, and transportation procedures.
- Firefighter safety practices and the use of personal protective equipment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective emergency medical care under stressful conditions.
- Assessing patients and making sound decisions within the EMT scope of practice.

- Safely operating ambulances and emergency response vehicles.
- Assisting Paramedics and Advanced EMTs during advanced patient care.
- Fire suppression, rescue, and extrication techniques.
- Operating emergency communications and incident documentation systems.
- Communicating effectively with patients, families, coworkers, allied agencies, and the public.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during emergency situations.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, volunteers partner agencies, and the public.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Adapt to rapidly changing emergency situations while maintaining a high standard of patient care and firefighter safety.
- Successfully maintain required certifications and complete all required training to remain operationally qualified.

Required Qualifications and Certifications:

- Current Nevada EMT certification (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical and firefighting operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize emergency medical, hazmat, rescue and fire suppression equipment for extended periods of time. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in an emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed

Applicant Name: Esmeralda County Board of Commissioners

BUDGET NARRATIVE

(Form Revised March 2026)

USE FORMULAS FOR ALL TOTALS

Total Personnel Costs	including fringe	Total:	\$ 491,334
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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Months worked Annual</u>	<u>Amount Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

One of three (3) full-time EMT-level or higher Esmeralda County Rural Emergency Medical Service positions at Goldfield, the county seat, which has the county's highest call volumes. Will work an A, B, C shift schedule, with each staff member working a 48-hour shift followed by 96 hours off (48/96). This structure ensures continuous staffing; allows for consecutive days off, which helps with rest and training; and, over time, allows all three shifts to share weekends and holidays. When combined with the 24/7 contract paramedic position and county volunteers, Phase 1 will allow Esmeralda County to begin establishing full-time staffing at Goldfield.

	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
New Position: EMT, AEMT, or Paramedic	\$85,000.00	60.000%	100.000%	11	91.67%	\$124,667

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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
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	<u>Annual Salary</u>	<u>Fringe Rate</u>	<u>% of Time</u>	<u>Months</u>	<u>Percent of Annual</u>	<u>Amount Requested</u>
Overtime/Backfill pay	\$80,000.00	60.000%	100.000%	11	91.67%	\$ -

Esmeralda County Rural Emergency Medical Service must budget for overtime to maintain consistent 24/7 coverage. Labor will be the largest expense for the EMS agency (accounting for approximately 69% of total costs), and overtime will be used to fill shifts when staff are sick, injured, or when a position is vacant. Because Esmeralda County cannot predict emergency need, it must be prepared to pay overtime as part of normal operations.

Total Fringe Cost	\$184,250	Total Salary Cost:	\$307,083
Total Budgeted FTE	4.00000		
Operating		Total:	\$5,000

	Monthly expense	FTE	Number of Months	Total
Uniforms/PPE	\$5,000	1	1	\$5,000.00

Justification:

Funding for uniforms for three county-hired EMS professionals to include shirt, pants, jacket, footwear, belt, jump bag, and personal protective equipment (PPE) to protect EMS professionals operating in high-risk, unpredictable environments. PPE safeguards against exposure to bloodborne pathogens and other hazards, while standardized uniforms ensure visibility, identification, and professionalism during emergency response. Investing in compliant, high-quality gear supports safety standards, reduces liability, and enables responders to deliver care effectively.

Equipment		Total:	\$1,111,344
	Quantity	Cost per each	Total
New Type 1 RAM 4500 4x4 Ambulances	3	\$ 370,448.00	\$1,111,344.00

Justification:

Three (3) Type I new RAM 4500 4x4, 153" Mod, Wheeled Coach (\$304,322 each) with additional Stryker Power Load stretcher system (\$66,000 each) = \$370,322 each. Includes graphics, cell booster, aluminum wheels, multi-unit discount, Sourcewell contract pricing, and delivery to Esmeralda County from West Valley City, Utah.

Currently, Esmeralda County operates with aging ambulances, ranging from 14 to 28 years old. This creates significant reliability issues as increased age and miles lead to higher risk of mechanical failure during patient transport, increased maintenance costs, and compromised patient care due to lack of modernized equipment. New ambulances will be tailored for rural response conditions, ensuring the county is equipped with reliable, modern transport units. Rocky Mountain Emergency Vehicles is holding three build slots for Esmeralda County with a final build date of December 2026. Esmeralda County will join Sourcewell national contracts to ensure the best possible pricing for each ambulance. Other potential vendors are booking builds from two to three years out.

Ambulances will be stationed at Goldfield, Silver Peak and Fish Lake Valley (Dyer). This investment directly supports the project's outcomes by strengthening the county's ability to respond to 911 calls with appropriate equipment, improving response times, and expanding transport capacity. Ambulances will enable seamless integration between the Quick Response Vehicle (QRV) and county EMS operations, ensuring patients can be stabilized quickly and transported efficiently to higher levels of care. Additionally, having reliable ambulances available supports regional response capabilities, enhances coordination during large-scale incidents, and contributes to overall system sustainability. By improving both response and transport functions, the ambulance purchase plays a key role in achieving consistent, high-quality emergency medical services across the county.

Contractual**\$439,995****Name of Contractor or Subrecipient:** Rural Medevac Alliance (RMA)**Total \$439,995****Method of Selection:** Sole Source**Period of Performance:** June 1, 2026 - August 30, 2027

1. Name of Contractor: Rural Medevac Alliance, a Nevada company (organization), will contract with the Esmeralda County Board of Commissioners.

2. Method of Selection: Sole source. Rural Medevac Alliance focuses on increasing EMS access to rural and underserved areas within Nevada. As the least populous county in Nevada, with 720 people spread across 3,589 square miles, Esmeralda County sought out RMA for its understanding of rural EMS services. Esmeralda County feels confident that RMA can help the county begin slowly and steadily to help Esmeralda County Rural EMS establish a 24/7 EMS system, starting with Goldfield, the Esmeralda County seat.

3. Period of Performance: June 1, 2026 - August 30, 2027

4. Scope of Work: Rural Medevac Alliance will provide the following deliverables: Dedicated Quick Response Vehicle (QRV) with 24/7 staffing; One Critical Care/Flight Paramedic position; Ability to assist on 911 calls in the county; Ride in county equipment as needed; Respond to all 911 calls in county; Respond to regional needs as necessary (i.e. MCIs in neighboring counties); Train RMA staff to operate Esmeralda County Rural EMS ambulances; Implement a countywide membership plan; Provide clinical education and CEUs for county staff as needed; Assist on ground transports as needed; Represent the county as a community partner at all public events.

5. Method of Accountability: Esmeralda County will ensure accountability for the sole source contract with Rural Medevac Alliance through a multi-level structure as follows: (1) Day-to-day operational oversight will be provided by Esmeralda County Rural EMS leadership, including the fire chief, who will monitor service delivery, response times, staffing coverage, and integration with county EMS operations. The chief will serve as the primary point of contact for contract management and performance review; (2) Contract performance will be governed by a formal agreement outlining scope of services, staffing requirements, response expectations, and reporting obligations. Rural Medevac Alliance will be required to provide regular documentation, including response data, staffing schedules, and service reports, to ensure compliance with contract terms; (3) Fiscal and administrative oversight will be provided by Esmeralda County in coordination with Great Basin College as the grant administrator. GBC will support compliance monitoring, documentation, and reporting requirements associated with Rural Health Transformation funding; and, (4) Final oversight will be provided by the Esmeralda County Board of Commissioners, who will review contract performance, financial expenditures, and overall program outcomes.

6. Itemized Budget and Justification: The annual (12 month) contract with Rural Medevac Alliance is \$352,000, which includes one full-time 24/7 paramedic position (filled by two critical care/flight paramedics) and a dedicated 24/7 Quick Response Vehicle, which RMA will own, but which will be branded as a partnership between RMA and Esmeralda County. In addition, RMA ensure all necessary equipment, staffing, and vehicles are maintained to ensure 24/7 response readiness. The county will assist RMA with access to all necessary radio channels and paging equipment. This 15-month period of performance will require 1.3 years of the contract (\$29,333/month x 15 months), in order to provide services from June 2026-August 2027.

Budget

Personnel - One (1) 24/7 Critical Care/Flight Paramedic Position	\$439,995.00
Total Budget	\$439,995.00

Method of Accountability: See #5 above.

Training			Total:	\$7,500
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	Registration	FTE	Total
Required annual licensure fees of EMS personnel and instructor pay, as needed, to conduct required annual re-certification classes and skills check-offs.	\$2,500.00	3	\$7,500.00

Justification: These costs ensure Esmeralda County Rural EMS staff (including full-time and volunteer staff) maintain current certifications, remain compliant with regulatory requirements, and are prepared to deliver safe, effective emergency care.

TOTAL DIRECT CHARGES	\$ 2,055,173
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Administrative Costs	Administrative Rate:	10.000%	\$205,517
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Administrative Methodology: Administrative costs support the oversight and management required to ensure awarded funds are used appropriately and in compliance with grant requirements. Great Basin College (GBC) will serve in a consulting and administrative role, coordinating purchasing, invoicing, and financial recordkeeping. GBC will also assist with required reporting and ensure all expenditures align with approved budgets and regulations. This structure promotes accountability, accurate tracking, and efficient grant management while allowing project partners to focus on service delivery.

TOTAL BUDGET	Total:	\$2,260,690
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AGENDA REQUEST FORM

FOR ESMERALDA COUNTY BOARD OF COMMISSIONERS MEETING

Meeting Name: RHT Special Meeting

Date Submitted: 9/17/26 Meeting date requested 9/29/26
(see schedule to confirm)

Will be presented by: Chief Bushnell (please print clearly)

CONTACT PHONE NUMBER 775-745-3647 EMAIL jbushnell@esmeraldacountynv.gov

WILL AN ACTION BE NEEDED ON THIS ITEM? ☒ YES ☐ NO (YOU MUST CHECK ONE)

DISCUSSION/DECISION: (This must be a clear and complete statement and not vague. Please include what kind of action you are requesting, for example: approve and sign documents, approve report, give direction to entity or person, etc., or if this is just a discussion, please indicate clearly)

Approve and accept job descriptions for Esmeralda County Fire District positions and authorize to advertise and hire 3 full time Emergency Medical Personnel (annual salary range of 58,000 - \$63,165 depending on certification, qualifications and experience) to be funded in full through Rural Health Transformation Grant.

RELATED DEPARTMENTS NOTIFIED ☒ YES ☐ NO

If YES, whom, District Attorney (review contract) and Vera Boyer (regarding budget). Please have Department Sign they received notification. Please note, if department notification is needed and is not signed request will not be accepted,

Department County Manager Signature sent via email

Department RHT Signature sent via email

Department _____ Signature _____

Department _____ Signature _____



If NO, please explain

WAS BACK-UP PROVIDED TO THE RELATED DEPARTMENTS ☒ YES ☐ NO

WILL THIS DOCUMENT NEED SIGNATURES ☐ YES ☒ NO (If YES, please make sure that it is clearly marked for signatures and provide three (3) copies.)

IS THIS A BUSINESS IMPACT STATEMENT ☐ YES ☒ NO (If YES, Please contact District Attorney for guidance)

PLEASE NOTE: Any agenda request that does not provide the Board with adequate information prior to or during the scheduled meeting may have the agenda request tabled or dismissed.

Chief Bushnell

Person submitting agenda request

Received by date



Esmeralda County Fire District

Firefighter / Advanced Emergency Medical Technician (AEMT)

FLSA Status: Non-exempt

Created: September 2026

Safety Sensitive: Yes

Last Revised:

Grade:

Definition:

Firefighter/Advanced Emergency Medical Technician's (AEMT) are responsible for providing emergency medical services (EMS), fire suppression, rescue operations, and public safety services throughout Esmeralda County. With an emphasis on emergency medical response, patient assessment, treatment, and transportation supports the Esmeralda County Fire District's mission of delivering professional, compassionate, and effective emergency services.

Personnel respond to medical emergencies, motor vehicle accidents, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. Employees work closely with EMTs, Paramedics, flight medical personnel, law enforcement, and mutual aid agencies to ensure continuity of patient care and coordinated emergency response.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Employees within this class are distinguished from Firefighter/EMTs by the requirement to hold and maintain Advanced Emergency Medical Technician (AEMT) certification, which authorizes a broader scope of pre-hospital care, including intravenous and intraosseous access, administration of additional emergency medications, and use of advanced airway adjuncts. Incumbents perform the same firefighting, rescue, and fire prevention duties as a

Firefighter/EMT, with the added responsibility of independently providing these advanced life support interventions within their certified scope and under agency medical protocols.

Essential Functions (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions):

- Respond to emergency medical calls and provide Limited Advanced Life Support (ALS) patient care within the scope of EMT certification.
 - Assess, stabilize, treat, monitor, package, and transport patients to appropriate medical facilities.
 - Assist Paramedics and flight medical crews with Advanced Life Support (ALS) procedures and patient care.
 - Safely operate ambulances and assist in the transportation of patients while maintaining continuous patient assessment and care.
 - Perform fire suppression activities involving structure, wildland, vehicle, and other fire incidents.
 - Conduct rescue operations, including vehicle extrication, search and rescue, and other technical rescue activities.
 - Protect life, property, and the environment during emergency incidents.
 - Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
 - Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, equipment, and facilities.
 - Complete patient care reports, incident reports, equipment inspections, and other required documentation accurately and in a timely manner.
 - Participate in fire prevention, public education, and community outreach programs.
 - Participate in emergency management, disaster response, and mutual aid operations.
 - Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
 - Maintain physical fitness and operational readiness to safely perform emergency response duties.
-

Qualifications for Employment

Knowledge of:

- Basic Life Support (BLS), Limited Advanced Life Support (ALS) principles and emergency medical care.
- Fire suppression tactics and emergency response operations.

- Emergency vehicle operations and safe driving practices.
- Patient assessment, treatment, packaging, and transportation procedures.
- Firefighter safety practices and the use of personal protective equipment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective emergency medical care under stressful conditions.
- Assessing patients and making sound decisions within the AEMT scope of practice.
- Safely operating ambulances and emergency response vehicles.
- Assisting Paramedics during advanced patient care.
- Fire suppression, rescue, and extrication techniques.
- Operating emergency communications and incident documentation systems.
- Communicating effectively with patients, families, coworkers, allied agencies, and the public.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during emergency situations.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, volunteers partner agencies, and the public.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Adapt to rapidly changing emergency situations while maintaining a high standard of patient care and firefighter safety.
- Successfully maintain required certifications and complete all required training to remain operationally qualified.
- Represent the Esmeralda County Fire District in a professional and courteous manner at all times.

Required Qualifications and Certifications:

- Current Nevada AEMT certification (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- American Heart Association ACLS/PALS certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical and firefighting operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize fire suppression equipment for long periods of time. Strength and stamina to fight fires while wearing heavy protective clothing. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle

stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Firefighter Trainee

FLSA Status: Non-exempt

Safety Sensitive: Yes

Grade:

Created: September 2026

Last Revised:

Definition:

The Firefighter Trainee is an entry-level position designed for individuals seeking a career in the fire and emergency medical services profession. Under the direct supervision of certified firefighters, Emergency Medical Technicians (EMTs), Advanced EMTs (AEMTs), Paramedics, and command staff, the Firefighter Trainee participates in a structured training program while assisting with emergency response, fire suppression, emergency medical services, public education, and station operations.

The primary objective of this position is to develop the knowledge, skills, and abilities necessary to become a certified Firefighter and Emergency Medical Technician while supporting the mission of the Esmeralda County Fire District. Trainees are expected to complete required certifications, demonstrate progressive competency, and maintain a high level of professionalism and commitment to public service.

Upon successful completion of required training, certifications, and probationary requirements, trainees may be eligible for promotion to Firefighter/EMT, where they will assume greater responsibility for emergency medical response, fire suppression, rescue operations, and public safety services.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District.

Essential Functions (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions):

- Participate in a structured firefighter and EMS training program leading toward Firefighter I and EMT certification.
- Respond to emergency incidents under the direct supervision of certified personnel.
- Assist firefighters and EMS personnel with fire suppression, rescue operations, emergency medical incidents, hazardous conditions, and public safety responses.
- Assist with patient care within the limits of training and certification while learning emergency medical procedures.
- Assist EMTs, AEMTs, and Paramedics with patient assessment, packaging, lifting, transportation, and equipment preparation.
- Learn the operation of fire apparatus, ambulances, emergency equipment, and communications systems.
- Inspect, clean, maintain, and inventory firefighting equipment, medical equipment, ambulances, apparatus, and District facilities.
- Participate in daily station duties, housekeeping, vehicle checks, and equipment readiness.
- Attend all required training, drills, continuing education classes, and professional development activities.
- Learn and demonstrate proficiency in fire suppression techniques, hose evolutions, ladder operations, search and rescue, ventilation, salvage, overhaul, and wildland firefighting.
- Participate in community risk reduction, fire prevention, and public education activities.
- Maintain physical fitness and successfully complete all required physical performance standards.
- Demonstrate professionalism, teamwork, integrity, and a positive attitude while representing the District.
- Perform other duties and assignments as directed by supervisory personnel.
- Perform additional duties and assignments as directed by the Esmeralda County Fire Chief or representative.

Qualifications for Employment

Knowledge of:

- Basic principles of fire service and emergency medical services.
- Safe work practices and the proper use of personal protective equipment (PPE).
- Customer service and professional communication.
- District policies, procedures, and chain of command.
- Basic computer skills and report writing.

- Willingness to learn the Incident Command System (ICS) and National Incident Management System (NIMS).

Skills in:

- Learning and applying new firefighting and emergency medical techniques.
- Following verbal and written instructions.
- Communicating effectively with supervisors, coworkers, allied agencies, and the public.
- Working effectively as part of a team.
- Maintaining composure in stressful and physically demanding situations.
- Demonstrating initiative, dependability, and accountability.

Ability to:

- Successfully complete Firefighter I and EMT certification within the established timeframes or as deemed appropriate by the Fire chief
- Learn and safely perform firefighting, rescue, and emergency medical duties.
- Perform physically demanding work in hazardous environments, including lifting, carrying, climbing, crawling, and working in adverse weather conditions.
- Work rotating shifts, weekends, holidays, overtime, and emergency call-backs as required.
- Wear and operate personal protective equipment, including self-contained breathing apparatus (SCBA).
- Maintain a high level of physical fitness and mental readiness.
- Accept constructive feedback and demonstrate continuous improvement.
- Maintain confidentiality and professionalism while providing exceptional customer service.
- Establish and maintain effective working relationships with coworkers, Volunteers supervisors, partner agencies, and the public.
- Represent the Esmeralda County Fire District in a professional and courteous manner at all times.

Required Qualifications and Certifications:

- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Ability to obtain CPR certification within 2 months of employment.
- Ability to successfully pass a background investigation and any required pre-employment screenings.

- Ability to perform the physical demands of emergency medical and firefighting operations.
 - Ability to obtain HazMat awareness / operations training within 6 months or as deemed appropriate by the Fire chief
 - All required certifications and licenses must be maintained and current throughout duration of employment.
-

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
 - Service in public safety example service on volunteer or combination fire department
 - Previous experience in related fields.
-

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize fire suppression equipment for long periods of time. Strength and stamina to fight fires while wearing heavy protective clothing. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

Working Conditions: Work is performed under the following conditions.

Majority of time spent in fire station. Work in emergency scene environments. Work in emergency medical situations, including vehicle crashes, and other types of medical and rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed



Esmeralda County Fire District

Firefighter / Paramedic

FLSA Status: Non-exempt

Safety Sensitive: Yes

Grade:

Created: September 2026

Last Revised:

Definition:

The Firefighter/Paramedic is responsible for providing advanced emergency medical services (ALS), fire suppression, rescue operations, and public safety services throughout Esmeralda County. This position places a primary emphasis on advanced prehospital emergency medical care, patient assessment, treatment, stabilization, and transportation while supporting the District's mission of delivering professional, compassionate, and high-quality emergency services.

Personnel respond to medical emergencies, motor vehicle collisions, structure and wildland fires, hazardous conditions, technical rescues, and other emergency incidents. The Firefighter/Paramedic serves as the lead medical provider on ALS incidents, exercising independent clinical judgment within established medical protocols and under the direction of the District's Medical Director. Personnel work closely with EMTs, Advanced EMTs, flight medical crews, hospitals, law enforcement, and mutual aid agencies to ensure continuity of patient care from the scene through definitive treatment.

This position requires work under stressful and hazardous conditions at various times, locations, and environments throughout the Esmeralda County Fire District's response area under direct supervision of the Fire Chief.

Distinguishing Characteristics:

Employees within this class are distinguished from Firefighter/EMTs/AEMTs by the requirement to hold and maintain Nevada Paramedic certification, which authorizes the highest level of prehospital emergency medical care. Firefighter/Paramedics perform all of

the firefighting, rescue, emergency medical, and public safety duties assigned to a Firefighter/EMT/AEMT, but also function as the lead Advanced Life Support (ALS) provider during emergency medical incidents.

Employees are responsible for independently assessing patients, developing treatment plans, performing advanced life support interventions, and exercising clinical judgment in accordance with established medical protocols and under the direction of the District's Medical Director. These advanced responsibilities include, but are not limited to, advanced airway management, cardiac monitoring and 12-lead ECG interpretation, intravenous (IV) and intraosseous (IO) vascular access, medication administration, synchronized cardioversion, transcutaneous pacing, defibrillation, and other advanced procedures authorized within their scope of practice.

Essential Functions (Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions):

- Respond to emergency medical calls and provide Advanced Life Support (ALS) patient care within the scope of Paramedic certification.
- Perform comprehensive patient assessments and develop treatment plans utilizing established medical protocols.
- Administer medications, establish intravenous (IV) and intraosseous (IO) access, perform advanced airway management, cardiac monitoring, 12-lead ECG interpretation, defibrillation, pacing, and other ALS procedures.
- Provide advanced trauma and medical care while exercising sound clinical judgment.
- Lead patient care on ALS incidents and provide medical direction to EMTs and Advanced EMTs within the incident.
- Safely operate ambulances while providing continuous patient assessment, treatment, monitoring, and transportation to the appropriate medical facility.
- Coordinate patient care with receiving hospitals, flight medical crews, physicians, and other healthcare providers.
- Assist with interfacility transfers requiring advanced life support.
- Participate in quality improvement and patient care review initiatives.
- Respond to structure fires, wildland fires, vehicle fires, hazardous materials incidents, and rescue emergencies.
- Perform fire suppression, search and rescue, vehicle extrication, scene stabilization, and protection of life and property.

- Operate emergency vehicles, fire apparatus, ambulances, and specialized emergency response equipment safely and efficiently.
- Inspect, clean, maintain, and ensure operational readiness of ambulances, fire apparatus, medical equipment, communications equipment, and District facilities.
- Complete patient care reports, incident documentation, medication records, narcotic accountability, equipment inspections, and other required reports accurately and in a timely manner.
- Assist with EMS training, mentoring, and continuing education for EMTs, Advanced EMTs, firefighters, and volunteer personnel.
- Participate in fire prevention, public education, emergency preparedness, disaster response, and mutual aid operations.
- Maintain all required certifications and participate in continuing education, drills, exercises, and professional development activities.
- Maintain physical fitness and operational readiness to safely perform emergency response duties.

Qualifications for Employment

Knowledge of:

- Advanced Life Support (ALS) principles and prehospital emergency medical care.
- Advanced patient assessment, treatment, packaging, and transportation procedures.
- Cardiac monitoring, ECG interpretation, pharmacology, airway management, and advanced resuscitation techniques.
- Fire suppression tactics and emergency response operations.
- Emergency vehicle operations and safe driving practices.
- Trauma management and medical emergency treatment.
- Incident Command System (ICS) and National Incident Management System (NIMS).
- District policies, procedures, and applicable federal, state, and local regulations.
- Operation and maintenance of ambulances, fire apparatus, medical equipment, and firefighting equipment.

Skills in:

- Delivering compassionate, effective ALS patient care in dynamic and stressful environments.
- Performing advanced airway procedures, medication administration, IV/IO therapy, cardiac monitoring, and other ALS interventions.
- Exercising sound clinical judgment and decision-making under pressure.
- Safely operating ambulances and emergency response vehicles.

- Fire suppression, rescue, and extrication techniques.
- Communicating effectively with patients, families, hospitals, allied agencies, and coworkers.
- Working effectively as part of a multidisciplinary emergency response team.

Ability to:

- Remain calm and exercise sound judgment during high-acuity emergencies.
- Function independently as the lead ALS provider while working collaboratively within a multidisciplinary response team.
- Perform physically demanding work in hazardous environments and adverse weather conditions.
- Lift, carry, move, and transport patients and equipment safely.
- Work rotating shifts, weekends, holidays, overtime, and respond to emergency call-backs as required.
- Establish and maintain effective working relationships with coworkers, partner agencies, healthcare providers, and the public.
- Maintain confidentiality and professionalism while delivering exceptional patient care.
- Adapt to rapidly changing emergency situations while maintaining the highest standards of medical care and firefighter safety.
- Successfully maintain all required certifications, licensure, continuing education, and competency requirements.

Required Qualifications and Certifications:

- Current Nevada Paramedic License (or ability to obtain Nevada reciprocity)
- Valid driver's license with an acceptable driving record.
- Ability to obtain Certified Emergency Vehicle Operator Training (CEVO) within 2 months
- Current CPR certification.
- American Heart Association ACLS/PALS certification.
- Ability to successfully pass a background investigation and any required pre-employment screenings.
- Ability to perform the physical demands of emergency medical and firefighting operations.

All required certifications and licenses must be maintained and current throughout duration of employment.

Experience and Training:

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Completion of a high school education or equivalent.
- Service in public safety example service on volunteer or combination fire department
- Previous experience in related fields.

Physical and Mental Requirements:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, stamina, and agility to utilize fire suppression equipment for long periods of time. Strength and stamina to fight fires while wearing heavy protective clothing. Frequent lifting and/or moving of objects up to 30 pounds and occasional moving of objects up to 100 pounds. Specific vision abilities required include close vision, color vision, and the ability to adjust focus. Physical fitness must be maintained to perform a variety of maintenance duties as well as rescue activities. Ability to appropriately handle stress and interact with others including, supervisors, coworkers, members of the public, and others. The ability to interact professionally, communicate effectively, and exchange information accurately. Maintain regular and consistent punctuality and attendance.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

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rescue emergencies. Work in intense life-threatening conditions; exposure to fire, smoke, bodily fluids, water, heights, and noise. Risk of death or injury from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls. May come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on health.

This position is expected to uphold the mission, values, and professional standards of the Esmeralda County Fire District, providing exceptional emergency medical services, fire protection, and public safety to all residents and visitors of Esmeralda County.

Employee's Acknowledgment: I acknowledge that I have read the above job description and have received a copy for my records.

Employee's Signature

Date Signed