



REQUEST FOR PROPOSALS (RFP)

Childcare Outreach Strategy and Campaign Services

NUMBER: 3202200178

**TEXAS WORKFORCE COMMISSION
101 East 15th Street
Austin, Texas 78778-0001**

Responses to this solicitation must be received no later than: May 25, 2022, at 2:00 PM Central Time (CT)

Indicate the RFP Number and submission deadline date in the subject line of the emailed response.

TEXAS WORKFORCE COMMISSION (TWC)
ELECTRONIC RESPONSE SUBMISSIONS EMAILED TO:
VendorProposals@TWC.TEXAS.GOV

Pursuant to the Provisions of Texas Government Code §§2156.121 – 2156.127, and Texas Comptroller of Public Accounts rules and regulations adopted thereunder proposals will be received until the date and time established for receipt. After receipt, only the names of Respondents will be made public. Prices and other proposal details will only be divulged after the contract award if one is made.

TWC INVOICE ADDRESS:	REFER INQUIRIES TO:
TEXAS WORKFORCE COMMISSION Accounts Payable (appo@twc.texas.gov) 101 E. 15th Street, Room 446 Austin, TX 78778-0001	TEXAS WORKFORCE COMMISSION Michael Vogler, CTCD E-Mail: VendorProposals@TWC.TEXAS.GOV

All requests for clarification or additional information will result in written responses sent to all Respondents known to the TWC during the Question-and-Answer process. These responses will also be posted on the ESBD.

All responses shall become the property of the State of Texas upon receipt.

NOTE: Failure to sign response at the "Execution of Response" will result in disqualification of the response.

All addenda to and interpretation of this solicitation shall be in writing. The State shall not be legally bound by an addenda or interpretation that is not in writing.

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A. BACKGROUND

The Texas Workforce Commission (TWC) is the state agency charged with overseeing and providing workforce development services to employers and job seekers of Texas as well as to early learning programs and Texas parents. TWC strengthens the Texas economy by providing the workforce development component of the Governor's economic development strategy. Its mission is to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

TWC supports this mission by raising awareness, educating, and inspiring action for demographically and geographically diverse target audiences to utilize organizational services. TWC recognizes the importance of effectively communicating with customers to keep them as informed and engaged in the use of TWC's no cost programs and services as possible.

Most state agencies do not have the internal expertise and/or resources to consistently create and implement effective statewide outreach which is why contracting for these services is important. Costs and procurement lead times prohibit TWC from being able to execute separate outreach service contracts for each project or only when a project becomes funded. Outreach services may be requested, approved, and funded at any time or phase of a project as determined by the project's sponsorship and/or management's request, so TWC seeks to qualify and retain multiple outside vendors to conduct outreach services utilizing a task order structure, providing the agency flexibility to select specific services when needed and in a timely and efficient manner.

B. PURPOSE

TWC seeks qualified vendors to develop and deliver childcare outreach services which will supplement the agency's production and performance goals, including research, communication plans, logos and style guides, creative and collateral, exhibits, webinars, public service announcements, websites, online content, media buys, and outreach.

Outreach will assist TWC in effectively administering childcare outreach activities. Outreach services will inform and educate Texas early learning programs and families of children ages 0-5, as well as childcare stakeholders, about the agency's programs and services. Outreach initiatives will also focus on targeting services to the following individuals: children with disabilities; veterans, transitioning military and their spouses with children ages 0-5; foster youth parents; formerly incarcerated parents; rural communities; and Spanish and Vietnamese-language populations.

TWC may have future funding for outreach to support TWC programs and campaigns including but not limited to: childcare services, the Texas Rising Star Early Learning Certification program, the early Childhood Availability portal, the Service Industry Recovery initiative, and other child care related programs and services.

TWC seeks qualified vendors to present capabilities and past experience providing outreach strategy and campaign services outlined herein. TWC reserves the right to award single, multiple, or no awards.

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TWC will provide an outreach project manager from its Child Care & Early Learning and Outreach and Employer Initiatives Divisions who will coordinate with selected vendor project managers on task orders including scope, timeline, input from relevant subject matter experts, and all areas of project development, execution, and evaluation. Selected respondents are responsible for all deliverables associated with each service project task order.

Depending on project scope outlined by task order, awarded respondents may produce one or more of the outreach services as outlined generally in the following Section G: Statement of Work.

C. GENERAL INFORMATION

Authorized Procurement Contact:

The individual listed below may be emailed for clarification of this RFP and the response submission process. No authority is intended or implied that the specific requirements of this RFP may be amended, or alternates accepted prior to submission deadline without written approval of TWC.

Michael Vogler, CTCD
VendorProposals@TWC.TEXAS.GOV

Respondent questions regarding this RFP:

Submit questions using Attachment 9- Questions & Answers, no later than [April 14, 2022, at 5:00 PM CT]. Include the RFP Section and Page number to which each question applies.

TWC will post all Questions & Answers and, if appropriate, an Amended RFP to the Electronic State Business Daily (ESBD) by [May 4, 2022, at 5:00 PM CT].

Other Communication:

Communication with any TWC personnel regarding this RFP other than the Authorized Procurement Contact listed is prohibited. Failure to follow this provision may be grounds for disqualification. Respondents desiring further information or interpretation of this RFP (including clarification of discrepancies or omissions) must submit questions in writing to the Authorized Procurement Contact. Telephone inquiries will not be acceptable.

Response Submission:

You must submit your response electronically by e-mail to VendorProposals@TWC.TEXAS.GOV. Reference the Title and RFP No. and the submission deadline date and time, in the subject line. Hard copies received will not be accepted or reviewed.

Responses received after the submission deadline will be disqualified.

TWC is not responsible for responses emailed late, illegible, incomplete, or otherwise considered disqualified due to failure of electronic equipment or operator error.

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Submission Detail:

Required submission format:

Response Due Date: Responses are due no later than May 25, 2022, at 2:00 PM CT.

Response Contents and Organization.

1. Submit one (1) original electronic copy, and
2. One (1) copy with any information deemed confidential or proprietary redacted.
3. Both electronic files must be organized as follows:
 - a. Title Page (Attachment 2)
 - b. Execution of Response (Attachment 3)
 - c. Cost Proposal Form (Attachment 4)
 - d. References (Attachment 5)
 - e. Cost Worksheet (Attachment 6)
 - f. Detailed Budget Worksheet (Attachment 4A) [separate Excel file]
 - g. Terms and Conditions (Attachment 1), with cited exceptions, if taken
 - h. Task Order Template (Attachment 7)
 - i. Hub Subcontracting Plan (HSP) (Attachment 10) completed as per HSP document instructions.

Should the electronic file attached via email be larger than 50MB, submit your response in multiple emails, indicating the number of emails in the subject line, following the required Title, RFP number, deadline date and time.

Example: Childcare Outreach Strategy and Campaign Services, 3202200178, 05/25/2022, 2:00 PM CT, Email 1 of XX.

Respondents must include the entire text of the RFP within your response, reformatting or reorganizing as needed. Ensure that your document Table of Contents matches TWC's RFP Table of Contents. You may add an introductory overview or attachments but add them at the end of your response submission.

Unless an RFP section requires a specific detailed response, it is sufficient to re-state in your response the major section content followed by the phrase "Understand and will comply". Clearly label your response (e.g., begin all your responses with "Respondent's Response".

Do not include a restatement of the desired service or functionality. Do not repeat details already included in the RFP. Focus your response on what you will do to ensure that your proposed services and deliverables will meet TWC's needs.

Procurement Schedule:

The following table includes critical pre-award events for the procurement. All dates are subject to change at TWC's discretion.

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Event	Date
RFP release date	April 1, 2022
Respondent's questions due	April 14, 2022, 5:00 PM CT
TWC posts responses to Respondent's questions	May 4, 2022, 5:00 PM CT
HSP Draft Submission	May 17, 2022
Reponses due	May 25, 2022, 2:00 PM CT
Anticipated contract start date	June 1, 2022

D. CONTRACT TERM AND RENEWAL OPTIONS

Contract Term: TWC intends to award Contracts to multiple vendors for an initial three (3) year term and the contracts will commence on the date the contract is fully signed and expire on May 31,2025 At the end of the initial term, TWC will have the option to renew the term of the contracts with one or more vendors for two (2) additional terms of up to one (1) year each.

This contract is contingent upon the continued availability of funding. If funds become unavailable through lack of appropriations, legislative budget cuts, amendment of the Appropriations Act, TWC consolidation of offices, or any other disruption of current appropriations, provisions of the Termination Article in the Contract shall apply.

E. DESCRIPTION OF PROCUREMENT PROCESS AND ELIGIBLE RESPONDENTS

1. **Eligible Response:** TWC will only consider for award those responses that:
 - a. Response is complete and submitted electronically no later than the submission deadline date and time.
 - b. Response completed with the required signature on Attachment 3: Execution of Response.
 - c. Response must contain all information required for each section and service.
 - d. Response must be submitted in the format described in Section C: General Information and Section H: Response Requirements.
2. **Eligible Respondents:** TWC will post notice of the solicitation by emailing the RFP to all potential vendors identified in the **Class/Item Category:**

915-22 – Communications Marketing Services

on the Texas Comptroller of Public Accounts (CPA) Centralized Master Bidders List (CMBL) and by posting the solicitation on the ESBD, which can be accessed at

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<http://www.txsmartbuy.com/sp> (the entire RFP and addendums can be found at this site).

3. **Withdrawal of Response:** A response may be withdrawn by the Respondent at any time prior to the selection announcement date by emailing the Authorized Procurement Contact identified in the RFP.
4. **Amendment of Response:** A response may be amended by the Respondent at any time after submission but prior to the due date by emailing the Authorized Procurement Contact.

F. HUB PARTICIPATION

TWC requires, as a condition of an award, that Respondents comply with Texas Government Code Chapter 2161, Subchapter F and TWC's HUB Plan relating to the State's program on Historically Underutilized Businesses (HUBs). Respondents must comply with Texas Workforce Commission HUB Subcontracting Plan (HSP) Procedure. If the section below is marked "Yes," Respondents must complete the HSP documents and submit them as part of their response to this RFP. If awarded, the Awarded Vendor will be required to submit a monthly compliance report (**Prime Contractor Progress Assessment Report - PAR**) to TWC.

TWC has determined that there are subcontracting opportunities for this project in the area of completion of service. Yes No

If the sentence above is marked "Yes", all prime vendors including HUBs, must include a completed HUB Subcontracting Plan to be responsive.

TWC finds that this contract contains subcontracting opportunities in the following trade areas. NIGP Codes: 915-74 *Radio Commercial Production Services*; 915-78 *Television Commercial Production Services*; 915-82 *Video Production Services*; 915-96 *Web Page Design, Management & Maintenance Services*; 958-84 *Social Media Management Service*; 961-53 *Marketing service, Including Distribution, Public Opinion Surveys, Research sales Promotions, etc.*; & 965-46 *Graphic Design Services for Printing*. However, you are not restricted to these trades only.

TWC adheres to the administrative rules, policies, and forms developed by the agency relating to HUBs. This RFP does require Respondents to complete an HSP. For more information about the HUB program at TWC, contact TWC HUB Outreach Coordinator at:

TWCHUBInfo@twc.texas.gov.

Assistance with Preparation of HSP

TWC Assistance. If an HSP is rejected, the Response will be disqualified and will not be considered. **Therefore, Respondents are strongly encouraged to start preparing HSP forms as soon as possible and take advantage of the following TWC assistance. Please note there are deadlines associated with this process and Respondents have a limited amount of time to cure any deficiencies.**

- TWC will conduct one-on-one HSP workshops with Respondents upon request. The workshops will cover detailed information on how to complete the HSP forms.

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Workshops must be concluded by the date and time listed in the Procurement Schedule. Workshops, due to gathering restrictions, may be conducted via Zoom, TEAMS or telephone conference. Respondents are responsible for contacting TWC to schedule a workshop during the specified time period. Respondents may schedule a workshop up until the final date listed in the Procurement Schedule. To schedule a workshop, please contact TWC HUB Staff at: TWCHUBInfo@twc.texas.gov.

- TWC will review and provide individual written feedback on draft HSP forms submitted by Respondents. Draft HSP forms must be submitted by the date and time listed in the Procurement Schedule. Upon request, TWC may also provide verbal feedback.

One-on-one workshops and TWC's review of draft HSP forms **do not guarantee that the HSP submitted with the Response will pass.**

G. STATEMENT OF WORK

Respondents must provide a fixed-cost price for each service listed below based on your standard approach to the service, scoped around the details and audiences provided, and planning for three rounds of review for each essential deliverable and reporting across the number of weeks indicated. Provide the high-level fixed costs in the cost worksheet format as provided in Attachment 4 – Cost Proposal Form. Provide a detailed cost breakdown in the Attachment 4A – Detailed Budget Worksheet. This provides information to TWC on what you would charge for projects of this scope.

Over the course of the Contract term, one or more Awarded Vendor(s) may receive a Task Order from TWC for specific service projects. Those task orders will indicate if the scope is similar to or modified from what is outlined below. The Awarded Vendor(s) who receive the Task Order will be given an opportunity to review and respond to the specific project scope with a clarified or modified budget based upon fixed rates originally proposed. TWC reserves the right to send Task Orders to one or more Awarded Vendors. TWC may request an Awarded Vendor respond to a Task Order within anywhere between one and four weeks, depending on the complexity and urgency of the project. There is no guarantee of TWC sending an Awarded Respondent a Task Order during the contract term.

1. Research:

- a. Conduct Kickoff
 - i) Deliverable: Kickoff meeting agenda and summary
 - ii) Week: 1
 - iii) Audience Scope: All relevant TWC and awarded Respondent team members
- b. Conduct and report findings from secondary research
 - i) Deliverable: Research recommendation
 - ii) Weeks: 2
- c. Conduct and report findings from stakeholder interviews
 - i) Deliverables: Stakeholder guide; stakeholder interview report
 - ii) Weeks: 4
 - iii) Audience Scope: Up to sixteen (16) stakeholders

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- d. Conduct and report findings from focus groups
 - i) Deliverables: Focus group strategy, participant recruitment plan with incentive, participant screener, focus group discussion guide, focus group results report
 - ii) Weeks: 8
 - iii) Audience Scope:
 - (1) Six (6) Texas markets: two (2) large, two (2) medium, two (2) small with three (3) groups conducted in English and three (3) groups conducted in Spanish
- e. Conduct and report findings from survey
 - i) Deliverables: Survey strategy, participant recruitment plan with incentive, survey questionnaire, survey results report
 - ii) Weeks: 8
 - iii) Audience Scope: Up to 1,200 participants
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 1
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

2. Communication Plan:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Review primary and/or secondary research as developed in Section 1.d.(i) above and/or provided by TWC; report findings
 - i) Deliverables: Plan recommendation
 - ii) Weeks: 2
 - iii) Audience scope: Employer and job seeker audiences
- c. Develop and present an outreach project or campaign plan
 - i) Deliverables: Outreach or campaign plan
 - ii) Weeks: 4
 - iii) Audience Scope: Two (2) audiences
- d. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 8
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

3. Logo and Style Guide:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary

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- ii) Weeks: 1
- iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop creative brief
 - i) Deliverables: Creative brief
 - ii) Weeks: 1
 - iii) Audience Scope: Two (2) audiences: employers and job seekers
- c. Develop and present three (3) logo concepts
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- d. Modify and finalize the logo selection, deliver final files
 - i) Deliverables: Final logo concept in four color, black and white, and inverse
 - ii) Weeks: 2
- e. Develop a style guide to direct the consistent use of the logo
 - i) Deliverables: Style guide
 - ii) Weeks: 1
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 1
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

4. Creative and Collateral:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach project, website, or campaign
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Modify and finalize the creative selection, deliver final files
 - i) Deliverables: Final files
 - ii) Weeks: 2
- d. Apply and size the creative selection across a suite of outreach collateral for online.
 - i) Deliverables: Website graphic, digital flyer, social media graphic
 - ii) Weeks: 1
 - iii) Audience Scope: English and Spanish speaking audiences

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- e. Apply and size the creative selection across a suite of outreach collateral for print.
 - i) Deliverables: 8.5x11 flyer, 11x14 poster, 4x11 promo card
 - ii) Weeks: 4
 - iii) Audience Scope: English and Spanish speaking audiences
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 12
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

5. Exhibit:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach or campaign exhibit
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Modify and finalize the creative selection, deliver final files
 - i) Deliverables: Final files
 - ii) Weeks: 2
- d. Apply and size the creative selection across a suite of exhibit components
 - i) Deliverables: 10x10, pop up banner, tabletop banner, table runner
 - ii) Weeks: 4
 - iii) Audience Scope: English language
- e. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 8
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

6. Webinar:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach or campaign webinar
 - i) Deliverables: Three creative concepts

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- ii) Weeks: 2
- iii) Audience Scope: Up to four (4) executive level presentations
- c. Modify and finalize the creative selection across the webinar template
 - i) Deliverables: One (1) title slide and one (1) master slide
 - ii) Weeks: 1
 - iii) Audience Scope: English language
- d. Develop and present outreach or campaign webinar content
 - i) Deliverables: Up to twenty (20) PowerPoint slides
 - ii) Weeks: 2
 - iii) Audience Scope: English language
- e. Modify and finalize the webinar content
 - i) Deliverables: Up to twenty (20) PowerPoint slides
 - ii) Weeks: 2
 - iii) Audience Scope: English language
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 8
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

7. Public Service Announcement:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach or campaign public service announcement
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Modify and finalize the creative selection
 - i) Deliverables: Final files
 - ii) Weeks: 1
- d. Produce a video PSA, including sourcing on-camera talent, b-roll footage, on-screen content, music, with embedded captions
 - i) Deliverables: :30 English, :30 Spanish
 - ii) Weeks: 4
 - iii) Audience Scope: Two (2) thirty second (:30) videos for use online or in a TV media buy
- e. Produce an audio PSA, including sourcing voice over talent and music

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- i) Deliverables: :30 English, :30 Spanish
- ii) Weeks: 2
- iii) Audience Scope: Two (2) thirty second (:30) audio files for use in a radio media buy
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 12
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

8. Website:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts and wireframes for a NEW outreach or campaign website or mobile application
 - i) Deliverables: Three (3) creative concepts and wireframes
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Develop and present three (3) creative concepts for an EXISTING outreach or campaign website
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- d. Modify and finalize creative selection
 - i) Deliverables: Final files
 - ii) Weeks: 2
 - iii) Audience Scope: N/A
- e. Develop content for a NEW website or mobile application
 - i) Deliverables: 10 pages
 - ii) Weeks: 4
 - iii) Audience Scope: English language
- f. Develop content for an EXISTING website
 - i) Deliverables: 10 pages
 - ii) Weeks: 4
 - iii) Audience Scope: English language
- g. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 24

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iii) Audience Scope: Program lead, Division Director, Contract Manager

9. Media Buy:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach or campaign media buy
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Develop and manage a paid media buy for Television
 - i) Deliverables: Five (5) markets
 - ii) Weeks: 4
 - iii) Audience Scope: English and Spanish
- d. Develop and manage a paid media buy for Radio
 - i) Deliverables: Five (5) markets
 - ii) Weeks: 4
 - iii) Audience Scope: English and Spanish
- e. Develop and manage a paid media buy for Out of home
 - i) Deliverables: Five (5) markets
 - ii) Weeks: 4
 - iii) Audience Scope: English and Spanish
- f. Develop and manage a paid media buy for Online native programmatic
 - i) Deliverables: Statewide
 - ii) Weeks: 6
 - iii) Audience Scope: English and Spanish
- g. Develop and manage a paid media buy for Sponsored social
 - i) Deliverables: Statewide, two platforms
 - ii) Weeks: 6
 - iii) Audience Scope: English and Spanish
- h. Develop and manage a paid media buy for online search
 - i) Deliverables: Statewide
 - ii) Weeks: 6
 - iii) Audience Scope: English and Spanish
- i. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)

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- ii) Weeks: 24
- iii) Audience Scope: Program lead, Division Director, Contract Manager

10. Outreach:

- a. Conduct kickoff
 - i) Deliverables: Kickoff meeting agenda and summary
 - ii) Weeks: 1
 - iii) Audience Scope: All relevant TWC and vendor team members
- b. Develop and present three (3) creative concepts for an outreach or campaign outreach
 - i) Deliverables: Three (3) creative concepts
 - ii) Weeks: 2
 - iii) Audience Scope: Up to four (4) executive level presentations
- c. Develop and manage a series of six (6) in-person outreach events
 - i) Deliverables: Outreach event strategy, day of logistical plans for each event, day of event engagement report, event series engagement report
 - ii) Weeks: 8
 - iii) Audience Scope: English language
- d. Develop and manage a series of six (6) earned media interviews
 - i) Deliverables: Earned media interview strategy, briefing sheets for targeted outlets and reporters, day of logistical plan, day of engagement reports, media interview series engagement report
 - ii) Weeks: 8
 - iii) Audience Scope: English language
- e. Develop and manage a series of six (6) online webinars
 - i) Deliverables: Webinar strategy, day of logistical plan, webinar engagement report, webinar series engagement report
 - ii) Weeks: 8
 - iii) Audience Scope: English language
- f. Develop and submit monthly activity reports and invoices
 - i) Deliverables: Activity report(s) and invoice(s)
 - ii) Weeks: 24
 - iii) Audience Scope: Program lead, Division Director, Contract Manager

H. RESPONSE REQUIREMENTS

Respondents will provide the following as part of their response:

1. FINANCIAL STATEMENTS

- a. Request for Proposal Financial Information

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The Respondent must include the following items in its Response. Failure to include any of the items listed for the appropriate company type may result in disqualification of the Respondent's Response. **If the failure to disclose is not learned until a Contract has been awarded to the Successful Respondent, the Contract may be terminated. In the event of such termination, the Successful Respondent shall be liable for all costs associated with the re-procurement, including any increased costs for the services originally awarded.**

- b. Publicly Traded Companies:
 - i) Respondent Dun and Bradstreet DUNS Number;
 - ii) Name of exchange on which common stock is listed (e.g., NYSE, AMEX) and ticker symbol (e.g., XOM);
 - iii) For the last three (3) fiscal years most recently ended, audited financial statements prepared in accordance with Generally Accepted Accounting Principles (GAAP);
 - iv) Debt and commercial paper ratings issued by Moody's Investors Service, Standard & Poor's or Fitch's Investor Service, if applicable; and
 - v) Statement describing all unasserted and asserted legal claims, current status and expected outcomes and/or judgments and any off-balance sheet liabilities or contingencies.
- c. Privately Owned Companies (C and S corporations, LLC and similar forms of ownership):
 - i) Respondent Dun and Bradstreet DUNS Number;
 - ii) The last three (3) fiscal years most recently ended audited financial statements prepared in accordance with GAAP. If audited financial statements are not prepared, the last three (3) years of un-audited financial statements such as:
 - (1) Reviewed Financial Statements by a Certified Public Accounting (CPA) firm; or
 - (2) Compiled Financial Statements by a CPA firm; will suffice as long as Respondent affirms that is not required to have its financial statements audited.
 - iii) Debt and commercial paper ratings issued by Moody's Investors Service, Standard & Poor's or Fitch's Investors Service, if applicable; and
 - iv) Statement describing all unasserted and asserted legal claims, current status and expected outcomes and/or judgments and any off-balance sheet liabilities or contingencies.
2. The Cost Proposal Form (Attachment 4)
3. References (Attachment 5)
4. Substitute W-9 & Direct Deposit Form

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5. Detailed Budget Worksheet Template (Attachment 4A)

I. RESPONSE SCREENING

1. TWC reviews the submitted responses to determine if they are responsive. For a response to be considered responsive and to be evaluated for selection, the following requirements must be met:
 - a. The response must have been submitted by the due date and time.
 - b. The response must be complete with required original signatures.
 - c. The response must contain all information as instructed in this RFP.
 - d. The response must be submitted in the format described in the RFP.
2. All responses will be screened for inclusion of all required information prior to release to the evaluation team. TWC may exclude from further consideration for selection any non-responsive response or portion of a response. In compliance with the provisions of Texas Government Code §§ 2155.074, 2155.075, 2156.007, and 2262.055(d), information obtained from the Texas Comptroller of Public Accounts Vendor Performance Tracking System (VPTS) may be used in evaluating responses for solicitations for goods and services to determine the best value for the state.
3. TWC will review vendor performance in the VPTS maintained by the Comptroller, for all the vendors submitting a response. Poor vendor performance may disqualify your response. TWC may exclude from further consideration for selection any non-responsive response or portion of a response.
 - a. TWC will review vendor performance using CPA Portal,
<http://www.txsmartbuy.com/vpts>
 - b. Grade A-B or no results found = 0 points
 - c. Grade C = negative 5 points
 - d. Grade D or below = subject to disqualification
4. Any exceptions or deviations by the Respondent to Attachment 1, TWC's Terms & Conditions, may make the response unacceptable for award without discussion. If a Respondent proposes exceptions to the Terms & Conditions, TWC may make an award without discussion to another Respondent that did not take exceptions to the Terms & Conditions. At a minimum, responses that have exceptions to TWC's Terms and Conditions will have points deducted from the scoring item related to exceptions to TWC's Terms and Conditions.

TWC will review the exceptions taken to TWC Terms and Conditions and grade accordingly:

- a. No exceptions taken = 0 points
- b. Few [1-10] exceptions taken = negative 3 points
- c. Many [more than 10] exceptions taken= negative 5 points

J. RESPONSE EVALUATION

TWC will use a formal evaluation process to select the successful respondent(s). TWC will consider capabilities or advantages that are clearly described in the response, which may

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be confirmed by technical discussions, oral presentations, site visits, demonstrations, and/or references contacted by TWC. TWC reserves the right for the Authorized Procurement Contact to contact individuals, entities, or organizations that have had dealings with the respondent, whether or not identified in the response.

Evaluation Criteria

Evaluation of responses will be based on the following criteria and corresponding relative weights.

Evaluation Criteria	Weight
1. Cost	40
2. Experience & Ability to Perform Services	51
3. References	9
*VPTS	0
*T&C Exception	0
Total	100

1. Cost (40 points)

- Complete and submit "Attachment 4 – Cost Proposal Form" to indicate your fixed price per service proposed for the project.

There will be no allowance for travel, per diem or other miscellaneous expenses. All hard costs associated with conducting services should be included in the fixed price column in the Cost Proposal Form – Attachment 4.

Line item costs must be justified in terms of activities, and must be reasonable, consistent with current market price and necessary to accomplish the services and produce the essential deliverables outlined in the RFP section G: Statement of Work. The budget must show evidence that financial resources are adequately and appropriately allocated among cost categories in a cost-effective and prudent business manner to accomplish the work. Services to be purchased from other agencies, subcontractors, including any amounts subcontracted to Historically Underutilized Businesses, and others must be specified. Respondents must submit a corresponding budget detailing hourly rates and costs for each activity line item necessary to accomplish the services requested under this RFP. Respondent's detailed budget must be submitted in Excel, see the Attachment 4A – Detailed Budget Worksheet.

$$Cost\ Score = \left[1 - \frac{\text{Respondent's price total} - \text{Lowest price total of a Respondent}}{\text{Highest price total of a Respondent}} \right] * 40\ points$$

2. Demonstrated Experience & Ability to Perform Services (51 points)

- Respondents must provide all information requested in the specific format noted in Section C: General Information and Section H: Response Requirements.

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- b. Respondent must include a narrative with your response.
- c. TWC seeks qualified vendors who can succinctly and effectively communicate with audiences, so the response should address the following information in an organized narrative of twenty (20) pages or less in Verdana 11-point font with the narrative demonstrating offeror experience and ability to perform services. The narrative may be accompanied by examples of service deliverables provided in the form of graphics and/or links to online content, for example, an audio or video public service announcement. For any links, include in the narrative the full written URL (versus a hyperlinked word or phrase like "view here" with embedded hyperlink). Proposal response content should be organized as below.
- d. Capabilities, Methodology, and Staffing
 - i) Company overview and summary of service capabilities.
 - ii) Methodology or process for conducting services.
 - iii) Project team organizational chart with team member names, titles, roles, and bios/LinkedIn; introduction to proposed project manager including his/her resume.
- e. Project Management, Change Management, and Reporting
 - i) Project management approach and example project schedule.
 - ii) Change management approach.
 - iii) Process for reporting service deliverable production and performance.
- f. Case Studies Demonstrating Recent, Relevant Experience

Respondents should provide evidence, documentation, or links demonstrating the following:

 - i) Experience developing a statewide outreach campaign designed to educate parents about childcare early learning programs or services.
 - ii) Experience developing an outreach campaign designed to educate the business community on initiatives which support recruitment and retention of workers with young children.
 - iii) Experience educating pediatricians on no cost government services to share information and content with their patients.
 - iv) Experience developing a video public service announcement that drove an audience to take action, whether registering in a website, participating in an event, or nominating for an award or recognition.
 - v) Experience developing content (graphics and messages) designed to attract new audiences to an existing website.
 - vi) Experience developing content (graphics and messaging) designed to educate and promote a free service or product, where the audience may not associate "quality" with "free" and require careful messaging, demonstrations, testimonials or other in order to consider trial of the service or product.
 - vii) Experience developing content (graphics and messages) quickly (in one month or less) to promote a new, time-sensitive initiative.

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- viii) Experience planning and implementing a photo shoot to obtain original photography featuring children in authentic early learning environments.
- ix) Experience planning, managing, and optimizing a paid digital/social media campaign designed to drive audience engagement against key performance indicators.
- x) Experience reaching and influencing the 18–35-year-old demographic through social media, online engagement, apps, influencer relations or other.
- xi) Experience reaching and educating hard-to-reach audiences on free services; audiences who may not have access to or be comfortable using the internet, social media, email, or other web-based communications.

3. References (9 points)

- a. Complete “Attachment 5 – References” to provide three (3) professional references who are able and willing to document your demonstrated ability to perform similar services as requested in this solicitation.
- b. Respondents should receive advance permission from references to participate in the reference check process. Respondents should not include a TWC representative as a reference.

Competitive Range Determinations

TWC may determine those certain responses receiving the highest or most satisfactory evaluations are within the competitive range for further consideration. TWC may, in the interest of administrative efficiency, place reasonable limits on the number of responses that will be included in the competitive range.

Material Ownership

All documents, designs, specifications, graphics and other outreach content developed for this RFP will become the intellectual property of TWC. All services performed, or material created or produced, pursuant to this solicitation are being created and delivered to TWC under the “work for hire” doctrine. Awarded Vendor(s) relinquishes all rights, including intellectual property rights, in and to such services or materials. Awarded Vendor must provide all original, raw or native design/data files in a format determined, and approved, by TWC for use, reproduction and/or revision. Final files must be provided to TWC in an online-ready format, ready to post on TWC’s website.

Acceptance

TWC will have ten (10) business days to review the services identified herein unless TWC and the Awarded Vendor mutually agree upon an alternate timeframe. Acceptance will be achieved under any one (1) of the following conditions:

1. When TWC approves the service during the review period; or,
2. All requested changes are made to TWC’s satisfaction; or,
3. TWC fails to request any changes during the established review period.

At TWC’s discretion, TWC may also accept services and authorize invoicing under the following conditions:

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1. The review and correction period has exceeded twenty (20) business days;
2. The remaining changes are minor and straightforward; and
3. The Awarded Vendor has promised in writing to make all identified changes.

Contractual Requirements

Payment Retainage: TWC will pay ninety percent (90%) of the price of a service upon acceptance of each task order deliverable and will retain ten percent (10%) for final acceptance. Final acceptance is defined as when the Awarded Vendor has successfully completed all deliverables for the task order and TWC has reviewed and approved all deliverables associated with the task order.

Change Management

The Respondent must describe their Change Management process.

The purpose of the Change Management process will be to document, manage, and coordinate changes to the project's scope, schedule, or cost after a task order is awarded. The process must document the following activities including the project manager's role and responsibilities in the change management project.

1. Entering Change Requests: How project team members submit change requests.
2. Analyzing Change Requests: How changes are coordinated and documented to determine impacts to the project's scope, schedule, or cost. This includes the methodology for quantifying the impact of the change request so the project manager can direct the changes to the appropriate team members for review.
3. Approving Change Requests: How those with authority review and approve change requests.
4. Communicating Change Request: How changes are communicated and how the changes affect project teams and individuals.

Monthly Activity Reports and Invoices

Awarded vendor(s) must provide a written monthly activity report and invoice including services conducted (in part or whole) and the total cost incurred by service. Activity reports and invoices will be due on the 5th day of the month following the month the service was conducted. See Attachment 8 - Activity Report and Invoice Template.

Discussions with Respondents

Discussions may be carried out with Respondents that are within the competitive range, after which revised responses may be requested. Discussions may be conducted for purposes of:

1. clarifying and discussing any aspect of a response;
2. obtaining clarification of response ambiguities;
3. requesting modifications to a response;

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4. providing instructions for submitting a revised response.

TWC may select a response for award without any discussions or may elect to hold discussions with only the single most highly qualified respondent.

Best and Final Offers

TWC may, but is not required to, permit Respondents to prepare one or more revised responses. For this reason, Respondents are encouraged to treat their original responses and any revised responses requested by TWC as Best and Final Offers (BAFO).

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

By responding to the solicitation or fulfilling the awarded Purchase Order (PO), the Vendor agrees to the terms and conditions below, which apply to and become a part of every Texas Workforce Commission (TWC) purchase. Only mutual written exceptions will be valid. Where a purchase is made without the Invitation for Bids (IFB), Request for Offers (RFO) or Request for Proposals (RFP) process, IFB/RFO/RFP, equates to "Purchase Order" and "Bidder/ Offeror/Proposer/Respondent" equates to "Vendor." Any specification in the solicitation that conflicts with these standard terms and conditions takes precedence. All references to "days" shall be calendar days unless specified otherwise.

*****NOTE TO VENDORS: Any terms and conditions attached to a Vendor's solicitation response will not be considered unless the Vendor specifically refers to them on the face of the first page of its response.**

*****WARNING: Such terms and conditions may result in disqualification of the submitted Vendor's response (e.g., responses with a requirement to apply the laws of a State other than Texas.)**

1. SOLICITATION RESPONSE REQUIREMENTS

- 1.1. **Written Specifications:** TWC will not be bound by any oral statement or representation contrary to the written specifications contained in the solicitation.
- 1.2. **Incomplete Responses:** Late, illegible, incomplete and/or unsigned responses may be deemed non-responsive and may not be considered.
- 1.3. **Freight:** Prices quoted are to include freight prepaid, F.O.B. Destination (Free on Board). Enter unit price on quantity and unit of measure specified - extend and show total. In case of errors in extension, unit prices shall govern.
- 1.4. **Firm Pricing:** Prices submitted are expected to be firm for TWC acceptance for ninety (90) days from the solicitation deadline. "Discount from list" offers are not acceptable unless specifically requested. Cash discounts will not be considered in determining the low offer. All cash discounts submitted will be taken if earned. Prices must remain firm for the duration of the term of the PO/contract.
- 1.5. **Ties:** In the case of tie bids, the award will be made in accordance with the preferences listed under 34 Texas Administrative Code (TAC) §20.306.
- 1.6. **Preferences:** In making an award, TWC shall apply the preferences listed at 34 TAC §20.306. For purchase or lease of computer equipment TWC shall apply a preference for manufacturers that have a computer recycling program as described in 1 TAC §217.11.
- 1.7. **Bid Alteration/Withdrawal:** A submitted response to a solicitation cannot be altered or amended after the solicitation deadline, except by formal negotiation via the RFO/RFP processes. Any alteration made before the solicitation deadline is to be initiated by Vendor or the Vendor's authorized agent. Vendors are not allowed to withdraw their submitted response after the solicitation deadline without approval by TWC.
- 1.8. **Rejection of Bids:** In accordance with Texas Government Code §2156.008, TWC reserves the right to reject a bid in which there is a material failure to comply with specification requirements. TWC may reject all bids or parts of bids if the rejection serves the State's best interest.
- 1.9. **Tax Exempt:** Purchases made for State use are exempt from the State Sales tax and Federal Excise tax. Do not include tax in bid. Excise Tax Exemption Certificates are available upon request.
- 1.10. **Other Entities:** TWC requests that the Vendor extend the same contract prices and conditions to Local Workforce Development Boards (LWDB) and Child Care Management Services (CCMS) entities contractually linked with TWC, if awarded the contract.
- 1.11. **Identify All Parties:** TWC requires all business partners, equipment, support or maintenance providers who will perform under an awarded contract to be identified prior to contract award for TWC approval. Substitutions of providers shall be submitted in writing to TWC approval during the term of the agreement.
- 1.12. **No Travel:** TWC will not reimburse a Vendor for travel and expenses unless specifically provided for in the contract documents. In that event, such reimbursement will not exceed the state travel reimbursement rates and limits established by the then current General Appropriations Act.

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

2. GENERAL CONDITIONS

- 2.1. **Certain Construction Liability Claims.** TWC will comply with the provisions of Texas Government Code, Chapter 2272 in the event that a claim for damages arises to which that chapter applies.
- 2.2. **Damage to Grounds and Buildings:** Vendor shall be financially responsible for any or all damage done by its employees, agents and subcontractors to TWC grounds and buildings. Vendor is responsible for the removal of all debris resulting from work performed under the contract.
- 2.3. **Disclosure of Information:** TWC, the Comptroller General of the United States, or any of their duly authorized representatives shall have access to any books, documents, papers and records which are directly pertinent to this procurement.
- 2.4. **Texas Public Information Act:**
 - 2.4.1. Information, documentation, and other material in connection with this solicitation or any resulting contract may be subject to public disclosure pursuant to Texas Government Code, Chapter 552 (the “Public Information Act”).
 - 2.4.2. All information submitted in response to the solicitation is subject to public disclosure pursuant to the Public Information Act. In the event of a request for information pertaining to the solicitation, TWC will comply with the provisions of the Public Information Act to protect the interests of the State of Texas. The Public Information Act allows the public to have access to information in the possession of a governmental body. Therefore, the Vendor must clearly identify any confidential or proprietary information on the page on which it appears in the solicitation response and reference the specific exception to disclosure in the Public Information Act that applies. Proprietary information identified by the Vendor in advance will be kept confidential to the extent permitted by state law. Any information not clearly identified as confidential or proprietary shall be deemed to be subject to disclosure pursuant to the Public Information Act.
 - 2.4.3. All information, documentation and other material in connection with the solicitation or any resulting contract will be retained by TWC for the period specified in the Records Retention Schedule created under Texas Government Code, Chapter 441. The information will not be returned to the Vendor who submitted it during the retention period time.
 - 2.4.4. In accordance with Texas Government Code § 2252.907, Vendor is required to make any public information created or exchanged with the State pursuant to any contract with TWC, and not otherwise excepted from disclosure under the Texas Public Information Act, available in a format that is accessible by the public at no additional charge to TWC.
- 2.5. **Award of Contract:**
 - 2.5.1. Responding to a solicitation is an offer to contract with the State based upon the terms, conditions, and specifications contained in the solicitation. Submitted responses do not become contracts unless and until they are accepted, and an award is made by TWC Procurement and Hub-Services and a PO or a fully executed contract is issued to the Vendor.
 - 2.5.2. TWC reserves the right to negotiate price and terms with any and all Vendors, to accept or reject all or any part of a Vendor’s response, waive minor technicalities, to request Best and Final Offers from all or any Vendors, and make an award that represents Best Value to the agency or the State.
 - 2.5.3. Subsequent to award, TWC may, at its sole option, request the Vendor to negotiate contract amendments or renewals as is determined to be in the best interest of the agency or the State.
 - 2.5.4. TWC reserves the right to use a third party to negotiate price related to any Information Technology solicitation or contract.
 - 2.5.5. TWC reserves the right to make an award on the basis of low line item bid, low total of line items, or in any other combination that will serve the best interest of the State and to reject any and all bid items in the sole discretion of the State.
- 2.6. **Vendor Assignments:** No assignment is permitted by the Vendor without prior written consent of TWC. Any written request for assignment must be accompanied by written acceptance of the assignment by the assignee. Except where otherwise agreed in writing by TWC, assignment will not release Vendor from its obligations pursuant to the contract. TWC will comply with the provisions of Texas Government Code §2262.056, when applicable, by providing notice to the Legislative Budget Board of a proposed assignment prior to approval of the assignment.

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

2.7. **TWC Assignments:** TWC may sub-lease or assign equipment and related services provided via the contract to other entities which contract with TWC to provide agency support or services.

2.8. **INDEMNIFICATION:**

2.8.1. **ACTS OR OMISSIONS:** VENDOR SHALL INDEMNIFY AND HOLD HARMLESS TWC, AND/OR THEIR OFFICERS, AGENTS, EMPLOYEES, REPRESENTATIVES, CONTRACTORS, ASSIGNEES, AND/OR DESIGNEES FROM ANY AND ALL LIABILITY, ACTIONS, CLAIMS, DEMANDS, OR SUITS, AND ALL RELATED COSTS, ATTORNEY FEES, AND EXPENSES ARISING OUT OF, OR RESULTING FROM ANY ACTS OR OMISSIONS OF THE VENDOR OR ITS AGENTS, EMPLOYEES, SUBCONTRACTORS, ORDER FULFILLERS, OR SUPPLIERS OF SUBCONTRACTORS IN THE EXECUTION OR PERFORMANCE OF THE CONTRACT AND ANY PURCHASE ORDERS ISSUED UNDER THE CONTRACT. THE DEFENSE SHALL BE COORDINATED BY VENDOR WITH THE OFFICE OF THE ATTORNEY GENERAL WHEN TEXAS STATE AGENCIES ARE NAMED DEFENDANTS IN ANY LAWSUIT AND VENDOR MAY NOT AGREE TO ANY SETTLEMENT WITHOUT FIRST OBTAINING THE CONCURRENCE FROM THE OFFICE OF THE ATTORNEY GENERAL. VENDOR AND TWC AGREE TO FURNISH TIMELY WRITTEN NOTICE TO EACH OTHER OF ANY SUCH CLAIM.

2.8.2. **INFRINGEMENTS:** VENDOR SHALL INDEMNIFY AND HOLD HARMLESS TWC, AND/OR THEIR EMPLOYEES, AGENTS, REPRESENTATIVES, CONTRACTORS, ASSIGNEES, AND/OR DESIGNEES FROM ANY AND ALL THIRD-PARTY CLAIMS INVOLVING INFRINGEMENT OF UNITED STATES PATENTS, COPYRIGHTS, TRADE AND SERVICE MARKS, AND ANY OTHER INTELLECTUAL OR INTANGIBLE PROPERTY RIGHTS IN CONNECTION WITH THE PERFORMANCES OR ACTIONS OF VENDOR PURSUANT TO THIS CONTRACT. VENDOR AND TWC AGREE TO FURNISH TIMELY WRITTEN NOTICE TO EACH OTHER OF ANY SUCH CLAIM. VENDOR SHALL BE LIABLE TO PAY ALL COSTS OF DEFENSE INCLUDING ATTORNEYS' FEES. THE DEFENSE SHALL BE COORDINATED BY VENDOR WITH THE OFFICE OF THE ATTORNEY GENERAL WHEN TEXAS STATE AGENCIES ARE NAMED DEFENDANTS IN ANY LAWSUIT AND VENDOR MAY NOT AGREE TO ANY SETTLEMENT WITHOUT FIRST OBTAINING THE CONCURRENCE FROM THE OFFICE OF THE ATTORNEY GENERAL.

2.8.2.1. VENDOR SHALL HAVE NO LIABILITY UNDER THIS SECTION IF THE ALLEGED INFRINGEMENT IS CAUSED IN WHOLE OR IN PART BY: (1) USE OF THE PRODUCT OR SERVICE BY TWC FOR A PURPOSE OR IN A MANNER FOR WHICH THE PRODUCT OR SERVICE WAS NOT DESIGNED, (2) ANY MODIFICATION MADE BY TWC TO THE PRODUCT WITHOUT VENDOR'S WRITTEN APPROVAL, (3) ANY MODIFICATIONS MADE TO THE PRODUCT BY THE VENDOR PURSUANT TO TWC'S SPECIFIC INSTRUCTIONS, (4) ANY INTELLECTUAL PROPERTY RIGHT OWNED BY OR LICENSED TO TWC, OR (5) ANY USE OF THE PRODUCT OR SERVICE BY TWC THAT IS NOT IN CONFORMITY WITH THE TERMS OF ANY APPLICABLE LICENSE AGREEMENT.

2.8.2.2. IF VENDOR BECOMES AWARE OF AN ACTUAL OR POTENTIAL CLAIM, OR TWC PROVIDES VENDOR WITH NOTICE OF AN ACTUAL OR POTENTIAL CLAIM, VENDOR MAY (OR IN THE CASE OF AN INJUNCTION AGAINST TWC, SHALL), AT VENDOR'S SOLE OPTION AND EXPENSE; (1) PROCURE FOR TWC THE RIGHT TO CONTINUE TO USE THE AFFECTED PORTION OF THE PRODUCT OR SERVICE, OR (2) MODIFY OR REPLACE THE AFFECTED PORTION OF THE PRODUCT OR SERVICE WITH FUNCTIONALITY EQUIVALENT OR SUPERIOR PRODUCT OR SERVICE SO THAT TWC'S USE IS NON-INFRINGEMENT.

2.8.3. **TAXES/WORKERS' COMPENSATION/UNEMPLOYMENT INSURANCE – INCLUDING INDEMNITY:**

2.8.3.1. VENDOR AGREES AND ACKNOWLEDGES THAT DURING THE EXISTENCE OF THIS CONTRACT, VENDOR SHALL BE ENTIRELY RESPONSIBLE FOR THE LIABILITY AND PAYMENT OF VENDOR'S AND VENDOR'S EMPLOYEES' TAXES OF WHATEVER KIND, ARISING OUT OF THE PERFORMANCES IN THIS CONTRACT. VENDOR AGREES TO COMPLY WITH ALL STATE AND FEDERAL LAWS APPLICABLE TO ANY SUCH PERSONS, INCLUDING LAWS REGARDING WAGES, TAXES, INSURANCE, AND WORKERS' COMPENSATION. TWC SHALL NOT BE LIABLE TO THE VENDOR, ITS EMPLOYEES, AGENTS, OR OTHERS FOR THE PAYMENT OF TAXES OR THE PROVISION OF UNEMPLOYMENT INSURANCE AND/OR WORKERS' COMPENSATION OR ANY BENEFIT AVAILABLE TO A STATE EMPLOYEE OR EMPLOYEE OF ANOTHER GOVERNMENTAL ENTITY CUSTOMER.

2.8.3.2. VENDOR AGREES TO INDEMNIFY AND HOLD HARMLESS TWC, AND/OR THEIR EMPLOYEES, AGENTS, REPRESENTATIVES, CONTRACTORS, AND/OR ASSIGNEES FROM ANY AND ALL LIABILITY, ACTIONS, CLAIMS, DEMANDS, OR SUITS, AND ALL RELATED COSTS, ATTORNEYS' FEES, AND EXPENSES, RELATING TO TAX LIABILITY, UNEMPLOYMENT INSURANCE AND/OR WORKERS' COMPENSATION IN ITS PERFORMANCE UNDER THIS CONTRACT. VENDOR SHALL BE LIABLE TO PAY ALL COSTS OF DEFENSE INCLUDING

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ATTORNEYS' FEES. THE DEFENSE SHALL BE COORDINATED BY VENDOR WITH THE OFFICE OF THE ATTORNEY GENERAL WHEN TEXAS STATE AGENCIES ARE NAMED DEFENDANTS IN ANY LAWSUIT AND VENDOR MAY NOT AGREE TO ANY SETTLEMENT WITHOUT FIRST OBTAINING THE CONCURRENCE FROM THE OFFICE OF THE ATTORNEY GENERAL. VENDOR AND TWC AGREE TO FURNISH TIMELY WRITTEN NOTICE TO EACH OTHER OF ANY SUCH CLAIM.

- 2.9. **Vendor Performance:** In accordance with Texas Government Code §§2155.074, 2155.075, 2156.007, 2157.003 and 2157.125, Vendor performance may be used as a factor in the award.
- 2.10. **Force Majeure:** TWC may grant relief from performance of an awarded contract or PO, or extend a performance period, if the Vendor is prevented from compliance and performance by an act of war, order of legal authority, act of God, or other unavoidable cause not attributable to the fault of the Vendor. If the Vendor requests the relief, the burden of proof for the need of such relief shall rest upon the Vendor, who must file a written request for such release or extension. If TWC grants such relief due to circumstances known by the agency, the agency must document such reasons in the contract file.

2.11. Dispute Resolution Procedures:

- 2.11.1. **Procurement Disputes:** In accordance with Texas Government Code, §2155.076, TWC has adopted rules for resolving vendor protests relating to the solicitation, evaluation or award of a contract for goods and/or services. See 20 Tex. Admin. Code, Chapter 800, subchapter H. Such protests must be made via certified mail and received in the Director of Business Operations' office within ten (10) business days from the date the protestant knew or should have known of the occurrence of the action that is protested, but not later than ten (10) business days of the date of the announcement of the award. The protest must be in writing and contain:(1) the identifying name and number of the Solicitation being protested; (2) identification of the specific statute or regulation that the Protestant alleges has been violated; (3) a specific description of each act or omission alleged to have violated the statutory or regulatory provision identified above in (2) above; (4) a precise statement of the relevant facts including: (A) sufficient documentation to establish that the protest has been timely filed; and (B) a description of the resulting adverse impact to the Protestant; (5) a statement of the argument and authorities that the Protestant offers in support of the protest; (6) an explanation of the action the Protestant is requesting from the Agency; and (7) a statement confirming that copies of the protest have been mailed or delivered to any other Interested Party known to the Protestant. (8) The protest must be signed by an authorized representative for the Protestant and the signature notarized. TWC will make available to the protestor all requested documents not exempted from disclosure under Texas and federal law.

TWC will provide copies of these documents upon payment of the fees adopted by TWC for record duplication. The Director will issue the final written decision to the protestor. TWC may move forward with a Solicitation or contract award without delay, in spite of a timely filed protest, to protect the best interests of the Agency or the state.
- 2.11.2. **Contract Disputes:** Disputes arising under this Contract shall be resolved in accordance with the dispute resolution process provided in Chapter 2260 of the Texas Government Code.
- 2.12. **Debt to the State:** Vendor agrees that any payments due under this contract will be applied towards any debt including, but not limited to, delinquent taxes and child support that is owed to the State of Texas.
- 2.13. **Hold-Over Contract Extension:** In the event contract renewal negotiations are not completed prior to the contract expiration date, both parties agree that services shall be provided by the Vendor and accepted by TWC, subject to all original terms and conditions of the contract, for a period not to exceed ninety (90) days following the original contract expiration date. During the hold over extension period, service costs shall be provided at the pro-rated rates, as applicable, in effect immediately prior to expiration of the original contract period and all other terms and conditions shall remain in effect. TWC may terminate such hold over extension period by providing written notice of cancellation not less than ten (10) business days prior to the cancellation date.
- 2.14. **Records Retention:** Vendor shall maintain and retain all records relating to the performance of the contract including supporting fiscal documents relevant to showing that any payments under this Contract were expended in accordance with the laws and regulations of the State of Texas, including but not limited to, requirements of the Comptroller of the State of Texas and the State Auditor. Vendor shall maintain all such documents and other records relating to this Contract and the State's property for a period of seven (7) years after the contract expiration date or until all audit, claim, and litigation matters are resolved, whichever is later. If Vendor chooses not to preserve contracting information for the retention period required by this section, Vendor agrees to provide at no cost to TWC all contracting information related to the Contract

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that is in the custody or possession of Vendor or any of its subcontractors.

- 2.15. **Agency's Right to Audit:** Vendor shall make available at reasonable times and upon reasonable notice, and for reasonable periods, all documents and other information related to this Contract, including but not limited to work papers, reports, books, records, and supporting documents. Vendor and the subcontractors shall provide the State Auditor with any information that the State Auditor deems relevant to any investigation or audit. Vendor must retain all work and other supporting documents pertaining to this Contract, for the purposes of inspecting, monitoring, auditing, or evaluating by TWC and any authorized agency of the State of Texas, including an investigation of audit by the State Auditor.
- 2.16. **State Auditor:** Vendor shall cooperate with any authorized agents of the State of Texas and shall provide them with prompt access to all of such State's work as requested. Vendor's failure to comply with this Section shall constitute a material breach of Contract and shall authorize TWC and the State of Texas to immediately assess appropriate damages for such failure. Pursuant to Texas Government Code §2262.154, the acceptance of funds by Vendor or any other entity or person directly under this Contract, or indirectly through a subcontract under this Contract shall constitute acceptance of the authority of the State Auditor's Office, or any successor agency, to conduct an audit or investigation in connection with those funds. Vendor acknowledges and understands that the acceptance of funds under this Contract shall constitute consent to an audit by the State Auditor, Comptroller or other agency of the State of Texas. Vendor shall ensure that this paragraph concerning the State's authority to audit funds received indirectly by subcontractors through Vendor and the requirement to cooperate is included in any subcontract it awards. Furthermore, under the director of the legislative audit committee, an entity that is subject of an audit or investigation by the State Auditor must provide the State Auditor with access to any information the State Auditor considers relevant to the investigation or audit.
- 2.17. **Limitation on TWC's Liability:** TWC will not be liable for any incidental, indirect, special, or consequential damages under contract, Tort, (including negligence), or other legal theory. TWC's liability to Vendor under the contract will not exceed the total charges to be paid by TWC to Vendor under the contract.
- 2.18. **State Ownership:** The Parties agree that TWC will own all right, title and interest in and to the work products including deliverables, source and object code and documentation developed by the Vendor in connection with the contract.
 - 2.18.1. All work products including deliverables, source and object code and documentation, in whole or in part, will be deemed works made for hire of TWC for purposes of copyright law and copyright will belong solely to TWC.
 - 2.18.2. To the extent that any such work product or deliverable does not qualify as a work made for hire under applicable law, and to the extent that the deliverable or work product includes materials subject to copyright, patent, trade secret, or other proprietary right protection, Vendor agrees to assign, and hereby assigns, all right, title, and interest in and to the work products and deliverables, including without limitation all copyrights, inventions, patents, trade secrets, and other proprietary rights therein (including renewals thereof) to TWC.
 - 2.18.3. Vendor will assist TWC or its nominees (including but not limited to the State of Texas) to obtain copyrights, trademarks, or patents for all such work products or deliverables in the United States and any other countries. Vendor agrees to execute all papers and to give all facts known to it necessary to secure United States or foreign country copyrights and patents, and to transfer to TWC all the right, title, and interest in and to such work products or deliverables. Vendor agrees to not assert any moral rights under applicable copyright law with regard to such work products and deliverables.
 - 2.18.4. Vendor agrees to reproduce and include TWC's copyright and other proprietary notices and product identifications provided by Vendor on such copies, in whole or in part, or on any form of the work products or deliverables.
- 2.19. **License:** In accordance with 2 C.F.R. §200.315, all appropriate State and Federal agencies will have a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, translate or otherwise use, and to authorize others to use for State or Federal purposes all materials, deliverables and work products, including software and modifications thereof, and associated documentation designed, developed, or installed with Federal Financial Participation under the contract, including but not limited to those materials covered by copyright, all source and object code, instructions, files, and documentation composing the system.
- 2.20. **Most Favored Customer:** If during the term of the contract, the Vendor enters into another contract with any customer for substantially similar services at prices more favorable than those provided to TWC, the contract may be amended to provide the more favorable prices to TWC.
- 2.21. **Governing Law and Venue:** The contract shall be executed in and governed, construed and interpreted under the laws of the state of Texas, without regard to the conflicts of law provisions. Vendor agrees that proper venue for a claim arising

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under the contract shall be brought in a court of competent jurisdiction in Travis County, Texas.

- 2.22. **Survival:** Expiration or termination of the contract for any reason does not release Vendor from any liability or obligation set forth in the contract that is expressly stated to survive any such expiration or termination, that by its nature would be intended to be applicable following any such expiration or termination, or that is necessary to fulfill the essential purpose of the contract, including without limitation the provisions regarding warranty, indemnification, confidentiality, and rights and remedies upon termination.
- 2.23. **Severability:** If any provision of the contract is construed to be illegal or invalid, such provision shall be deemed stricken and deleted to the same extent and effect as if never incorporated into the contract, but all other provisions shall remain in full force and effect.
- 2.24. TWC and the Vendor must adhere to the directions in the President's Executive Order (EO) 13224, Blocking Property and Prohibiting Transactions With Persons Who Commit, Threaten to Commit, or Support Terrorism. This Executive Order prohibits any transaction or dealing by United States persons, including but not limited to the making or receiving of any contribution of funds, goods, or services to or for the benefit of those persons listed in the General Services Administration's Excluded Parties List System (EPLS) which may be viewed on the System for Award Management (SAM) site at <http://www.Sam.gov>
- 2.25. **No Waiver:** Nothing in this contract shall be construed as a waiver of the TWC's or the State's sovereign immunity. This contract shall not constitute or be construed as a waiver of any of the privileges, rights, defenses, remedies, or immunities available to the TWC or the State of Texas. The failure to enforce, or any delay in the enforcement, of any privileges, rights, defenses, remedies, or immunities available to TWC or the State of Texas under this contract or under applicable law shall not constitute a waiver of such privileges, rights, defenses, remedies, or immunities or be considered as a basis for estoppel. TWC does not waive any privileges, rights, defenses, or immunities available to TWC by entering into this contract or by its conduct prior to or subsequent to entering into this contract.
- 2.26. **Redacted Electronic Copy:** Texas Government Code §322.020 and as per the following requirements, no later than two (2) business days after Vendor's receipt of notice from TWC, the Vendor must deliver to TWC two (2) electronic copies of its complete proposal. Vendor shall deliver these electronic copies to TWC via overnight delivery in compliance with all of the following requirements:
 - 2.26.1. Two (2) compact discs (CDs), each containing a copy of Vendor's response to solicitation, in searchable Portable Document Format (PDF) format, which has excised, blacked out, or otherwise redacted information from its solicitation response that Vendor reasonably considers to be confidential and exempt from public disclosure under the Texas Public Information Act, Chapter 552 of the Texas Government Code (this should be a de minimis portion, if any, of Vendor's solicitation response, such as social security numbers). Each CD shall also contain an Appendix for Vendor's solicitation response which provides a cross reference for the location of all information redacted by Vendor and a general description of the redacted information. These two (2) identical CDs should be entitled "For Public Release: Redacted Version of [Name of Vendor]'s Proposal and Exhibits. Texas Workforce Commission's RFP/RFO/IFB solicitation No. _."
 - 2.26.2. Per Texas Government Code § 322.020, the Texas Legislative Budget Board (LBB) has now implemented a major contracts database.
 - 2.26.3. TWC shall upload to the LBB's contracts database the text of the complete contract (with limited redaction and appendix) no later than thirty (30) days after date of contract award. By submitting a response to this solicitation, Vendors acknowledge that they understand and accept this requirement. See the LBB website at <http://www.lbb.state.tx.us/>.
- 2.27. **American Recovery and Reinvestment Act (ARRA or the Recovery Act)**
 - 2.27.1. Buy American Requirements for Construction Material prohibits the use of funds appropriated for the Recovery Act for any project for the construction, alteration, maintenance, or repair of a public building or public work unless all of the iron, steel, and manufactured goods used in the project are produced in the United States.
 - 2.27.2. Whistleblower Protection: Pursuant to Section 1553 of the American Recovery and Reinvestment Act, Vendors shall promptly refer to the U.S. Department of Labor, Office of Inspector General any credible evidence that a principal, employee, agent, contractor, sub-recipient, subcontractor, or other person has submitted a false claim under the False Claims Act or has committed a criminal or civil violation of laws pertaining to fraud, conflict of interest, bribery, gratuity, or similar misconduct involving ARRA funds.

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2.28. **Background Check:** Vendors must submit criminal background checks on all key personnel assigned to the services related to this solicitation, as authorized by Texas law, and at Vendor expense. Key personnel are defined as personnel whose oversight and guidance is essential to the subject services. TWC may provide any finalist for a contract position a Contractor Criminal History Report Investigation Request form P33c which contractor must complete and submit back to TWC as required on the form. To obtain a facility access badge, contractor must provide TWC with either a completed form P-33c or a recent criminal background check within fifteen (15) days of contract award. TWC will not issue a Purchase Order until the criminal background check has been completed and passed.

2.29. To the extent that Vendor's staff are provided access to and workspace within TWC buildings, Vendor's staff will abide by TWC policies and procedures expressed in Chapter 1 of the Texas Workforce Commission Personnel Manual in existence and as amended from time to time

2.30. **Privacy:** Vendor who has access to sensitive personally identifiable information ("Sensitive PII"), including anyone who views contracts, collects, uses, maintains, stores or destroys Sensitive PII of TWC employees, job seekers, employers, customers or partners (including any employees of the State of Texas), must safeguard that information.

2.30.1. Sensitive PII is anything that alone or in combination with available information can identify an individual, which if lost, compromised, or disclosed without authorization, could result in substantial harm, embarrassment, inconvenience or unfairness to an individual.

2.30.2. Awarded Vendor must have a Non-Disclosure Agreement (NDA) on file with TWC prior to handling Sensitive PII.

2.30.3. In order to safeguard Sensitive PII, Awarded Vendor must:

2.30.3.1. Collect Sensitive PII only as authorized.

2.30.3.2. Limit the use of Sensitive PII.

2.30.3.3. Minimize the proliferation of Sensitive PII.

2.30.3.4. Secure Sensitive PII both physically and in electronic form.

2.30.3.5. Report suspected privacy incidents within twenty-four (24) hours to the TWC Contract Manager or, email the TWC Information Security Office at CISO@twc.texas.gov.

2.30.3.6. Not transmit or store Sensitive PII in a server or storage device that is located in a foreign country.

2.30.3.7. Awarded Vendor will not transmit Sensitive PII via email or store on CDs, DVDs, thumb drives and the like without prior review and encryption protocol approved by TWC.

2.30.3.8. Failure to follow these requirements will constitute a breach of contract.

2.31. **Change in Law:** Any alterations, additions, or deletions to the terms of this Contract which are required by changes in federal or state law or regulations are automatically incorporated into this Contract without written amendment hereto, and shall become effective on the date designated by such law or by regulation.

2.32. **Davis-Bacon Act:** Vendors on all prime construction contracts in excess of \$2,000 must comply with the Davis-Bacon Act (40 U.S.C. §§3141-3144) as supplemented by the Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction.")

2.33. **Anti-Kickback:** Vendor will comply with the Copeland "Anti-Kickback" Act (40 U.S.C. §3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States").

2.34. **Contract Work Hours and Safety Standards Act** (40 U.S.C. §§3701-3708). For all contracts in excess of \$100,000 that involve the employment of mechanics and laborers, Vendor shall comply with 40 U.S.C. §§3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5).

2.35. **Environmental Protection:** Vendor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the mandates of the Clean Air Act (42 U.S.C. §7401 et seq.) and the Federal Water Pollution Control Act, as amended (33 U.S.C. §1251 et seq.).

2.36. **Contracting Information Responsibilities:** If this contract has a stated value equal to or in excess of \$1 million or results in the expenditure of an amount equal to or in excess of \$1 million in public funds, in accordance with Texas Government Code §552.372, Vendor agrees to (1) preserve all contracting information related to the contract as provided by the records

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retention requirement applicable to TWC for the duration of the Contract, (2) promptly provide to TWC any contracting information related to the contract that is in the custody or possession of the Vendor on request of TWC, and (3) on termination or expiration of the contract, either provide at no cost to TWC all contracting information related to the contract that is in the custody or possession of the Vendor or preserve the contracting information related to the contract as provided by the records retention requirements applicable to TWC. Except as provided by Texas Government Code §552.374(c), the requirements of Subchapter J, Chapter 552, Texas Government Code, may apply to the contract and Vendor agrees that the contract may be terminated if the Vendor knowingly or intentionally fails to comply with a requirement of that subchapter.

- 2.37. **Disaster Recovery Plan:** In accordance with 13 TAC § 6.94(a)(9), Vendor shall provide to TWC the description of its business continuity and disaster recovery plans.
- 2.38. **Media Releases:** Vendor shall not use TWC's name, logo, or other likeness in any press release, marketing material, or other announcement without TWC's or the relevant state agency's prior written approval. TWC does not endorse any vendor, commodity, or service. Vendor is not authorized to make or participate in any media releases or public announcements pertaining to this procurement, the solicitation response or the services to which they relate without the prior written consent of the relevant state agency, and then only in accordance with explicit written instruction from the relevant state agency. Vendors must obtain written approval from the TWC Contract Manager not more than fifteen (15) business days and not less than five (5) business days prior to any media release related to this Contract.
- 2.39. **Specific Conditions for Disclosing Federal Funding in Public Announcements:** The parties agree that all statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, the parties shall clearly state:
 - 2.39.1. the percentage of the total costs of the program or project which will be financed with Federal money;
 - 2.39.2. the dollar amount of Federal funds for the project or program; and,
 - 2.39.3. the percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.
- 2.40. **Prohibition of Text Messaging and E-mailing While Driving During Official Federal Grant Business:** The parties and their employees and representatives are prohibited from text messaging while driving a government owned vehicle, or while driving their own privately-owned vehicle during official contract business, or from using government supplied electronic equipment to text message or email when driving. The parties must comply with these conditions under Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," October 1, 2009.
- 2.41. **All work performed and Services provided under this Contract shall be performed in the United States.**

3. REQUIRED CERTIFICATIONS

By responding to this solicitation and accepting the award of a contract or purchase order, Vendor certifies to the following:

- 3.1. Vendor represents and warrants that all statements and information prepared and submitted in this Proposal are current, complete, true and accurate. Submitting a Proposal with a false statement or material misrepresentations made during the performance of a contract is a material breach of contract and may void the submitted Proposal and any resulting contract.
- 3.2. **All Terms and Conditions Met:** that all terms and conditions listed in the solicitation will be met.
- 3.3. By submitting the Proposal, Vendor represents and warrants that the individual submitting this document and the documents made part of this Proposal is authorized to sign such documents on behalf of the Vendor and to bind the Vendor under any contract that may result from the submission of this Proposal.
- 3.4. **U.S. Department of Homeland Security's E-Verify System:** By entering into this Contract, the Contractor certifies and ensures that it utilizes and will continue to utilize, for the term of this Contract, the U.S. Department of Homeland Security's E-Verify system to determine eligibility of:
 - 3.4.1. All persons employed to perform duties within Texas, during the term of the Contract; and
 - 3.4.2. All persons (including subcontractors) assigned by the Respondent to perform work pursuant to the Contract, within the United States of America.
 - 3.4.3. The Contractor shall provide, upon request of TWC, an electronic or hardcopy screenshot of the confirmation or tentative non-confirmation screen containing the E-Verify case verification number for attachment to the Form I-9

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for the three (3) most recent hires that match the criteria above, by the Contractor, and Contractor's subcontractors, as proof that this provision is being followed.

- 3.4.4. **If this certification is falsely made, the Contract may be immediately terminated, at the discretion of TWC and at no fault to TWC, with no prior notification. The Contractor shall also be responsible for the costs of any re-solicitation that TWC must undertake to replace the terminated Contract.**
- 3.5. **Inducements/Dealings with Public Servants:** Pursuant to Section 2155.003 of the Texas Government Code, the Vendor affirms it has not given, offered to give, nor intends to give at any time hereafter any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to a public servant in connection with the submitted solicitation response.
- 3.6. **Lobbying:** that the Vendor will not and has not used any federally appropriated funds to pay any person or organization for influencing or attempting to influence any officer or employee of any federal agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant, or any other award covered by 31 U.S.C. §1352. Vendor certifies that it shall disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award by completing and submitting Standard Form LLL. Further, Vendor certifies that no funds provided under the contract will be used in any way to attempt to influence in any manner a member of Congress to favor or oppose any legislation or appropriation by Congress, or for lobbying with State or local legislators.
- 3.7. **Not Ineligible:** that neither the Vendor nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or excluded from participating in this contract by any state or federal agency.
- 3.8. **Non-Discrimination:** The Vendor agrees that no person will, on the ground of race, color, religion, sex, national origin, age, disability, political affiliation, or religious belief, be excluded from the participation in, be denied the benefits or, be subjected to discrimination under, or be denied employment in the administration of, or in connection with, any program or activity funded in whole or in part with funds available under this Contract. The Vendor certifies compliance with the Rehabilitation Act of 1998 § 508, 29 U.S.C. §794d, relating to the use of electronic and information technology for individuals with disabilities; the Housing and Urban Development Act §3, 12 USC §1701u, relating to economic opportunities for low and very low-income persons; Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. §2000e); Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794); Executive Order 11246, "Equal Employment Opportunity," as amended by Executive Order 11375, "Amending Executive Order 11246 relating to Equal Employment Opportunity," and as supplemented by regulations at 41 C.F.R. Part 60, "Office of Federal contract Compliance Programs, Equal Employment Opportunity Department of Labor."; the Americans with Disabilities Act of 1990 (42 U.S.C. § 12101); and all amendments to each.
- 3.9. **Drug-Free Workplace:** The Vendor agrees to provide a drug-free workplace in compliance with the Drug- Free Workplace Act of 1988 (41 U.S.C. §81, Title V, Subtitle D).
- 3.10. **Franchise Tax:** The Vendor is not currently delinquent in the payment of any franchise tax owed to the State of Texas, pursuant to Chapter 171, Texas Tax Code.
- 3.11. **Child Support:** The Vendor is not ineligible to receive the specified grant, loan, or payment under Texas Family Code §231.006 (relating to child support) and acknowledges that the contract may be terminated, and payment may be withheld if certification is inaccurate. Pursuant to Texas Family Code §231.006(c), Vendor must provide the name and Social Security Number (SSN) of each person with at least 25% ownership of the business. This information must be provided prior to contract award.
- 3.12. **Certain Bids and Contracts Prohibited:** Under Texas Government Code §2155.004, Vendor certifies that the individual or business entity named in the solicitation response is not ineligible to receive the specified contract and acknowledges that the contract may be terminated and/or payment withheld if this certification is inaccurate.
- 3.13. **Fair Business Practices:** The Vendor has not been found guilty of unfair business practices in a judicial or state agency administrative proceeding during the preceding year. The Vendor further affirms that no officer of the Vendor has served as an officer of any company found guilty of unfair business practices in a judicial or state agency administrative proceeding during the preceding year.
- 3.14. **Antitrust Affirmation:** Affirms under penalty of perjury of the laws of the State of Texas that (1) in connection with this Response and any resulting contract, neither I nor any representative of the Vendor has violated any provision of the Texas Free Enterprise and Antitrust Act, Tex. Bus. & Comm. Code Chapter 15;(2) in connection with this Response and any

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resulting contract, neither I nor any representative of the Vendor have violated any federal antitrust law; and (3) neither I nor any representative of the Vendor have directly or indirectly communicated any of the contents of this Response to a competitor of the Vendor or any other company, corporation, firm, partnership or individual engaged in the same line of business as the Vendor.

- 3.15. **No Compensation:** The Vendor has not received compensation for participation in the preparation of the solicitation. This section does not prohibit a Vendor or contract participant from providing free technical assistance.
- 3.16. **Conflict of Interest:** Vendor has disclosed any existing or potential conflict of interest relative to the performance of the contract. Failure to do so will be grounds for contract termination.
- 3.17. **Prohibition on Certain Bids and Contracts related to Disasters and Hurricanes Katrina and Rita:** Under Texas Government Code §2155.006 and §2261.053, the Vendor certifies that the individual or business entity named in response to this solicitation is not ineligible to receive the specified contract and acknowledges that any contract resulting from this solicitation may be terminated and payment withheld if this certification is inaccurate.
- 3.18. **Independent Contractor:** Vendor or Vendor's employees, representatives, agents and any subcontractors shall serve as an independent contractor in providing the services under any contract resulting from this solicitation. Vendor and Vendor's employees, representatives, agents and any subcontractors shall not be employees of TWC or the State of Texas. Should Vendor subcontract any of the services required in this solicitation, Vendor expressly understands and acknowledges that in entering into such subcontract(s), TWC or the State of Texas are in no manner liable to any subcontractor(s) of Vendor. In no event shall this provision relieve Vendor of the responsibility for ensuring that the services rendered under all subcontracts are rendered in compliance with this solicitation and any resulting contract.
- 3.19. **Workers' Compensation Insurance:** Vendor must maintain Workers' Compensation insurance coverage in accordance with statutory limits.

Workers Compensation: Statutory Limits

Employers Liability: Each Accident \$1,000,000

Disease – Each Employee \$1,000,000

Disease – Policy Limit \$1,000,000

Commercial General Liability:

Occurrence based:

Bodily Injury and Property Damage

Each occurrence limit: \$1,000,000

Aggregate limit: \$2,000,000

Medical Expense each person: \$5,000

Personal Injury and Advertising Liability: \$1,000,000

Products/Completed Operations Aggregate Limit: \$2,000,000

Damage to Premises Rented to You: \$50,000

NOTE: The required coverage is to be with companies licensed in the state of Texas with an "A" rating from A.M. Best, and authorized to provide the corresponding coverage.

- 3.20. **Felony Criminal Convictions:** Vendor represents and warrants that Vendor has not and Vendor's employees have not been convicted of a felony criminal offense, or that, if such a conviction has occurred, Vendor has fully advised TWC as to the facts and circumstances surrounding the conviction.
- 3.21. **Restricted Employment for Former State Officers or Employees Under Texas Government Code §572.069:** Vendor certifies that it has not employed and will not employ a former TWC or state officer or employee who participated in a procurement or contract negotiations for TWC or the State of Texas involving Vendor within two (2) years after the state officer or employee left state agency employment or service. This certification only applies to former state officers or employees whose state service or employment ceased on or after September 1, 2015.
- 3.22. Vendor certifies that both of the following statements are true and correct, and that the Vendor understands that making a false statement is a material breach of the contract and is grounds for termination of contract award:

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3.22.1. Vendor is current in Unemployment Insurance taxes, Payday and Child Labor law monetary obligations, and Proprietary School fees and assessments payable to the State of Texas, to the extent applicable.

3.22.2. Vendor has no outstanding Unemployment Insurance overpayment balance payable to the State of Texas.

3.23. **Entities that Boycott Israel:** In contracts worth \$100,000 or more in value, if Vendor is a Company as defined by Texas Government Code §808.001 with 10 or more full-time employees, and Vendor is not a sole proprietorship, Vendor represents and warrants that, pursuant to Texas Government Code § 2271.002, Vendor does not boycott Israel and will not boycott Israel during the term of any contract executed with TWC.

3.24. **Prohibition on Contracts with Companies Boycotting Certain Energy Companies, Texas Government Code Chapter 2274:** In contracts worth \$100,000 or more in value, if Vendor is a Company with 10 or more full-time employees, Vendor verifies that it does not boycott energy companies as defined in Texas Government Code, Section 2274.001(1) and will not boycott energy companies during the term of this contract.

3.25. **Prohibition on Contracts with Companies that Discriminate Against Firearm and Ammunition Industries, Texas Government Code, Chapter 2274:** In contracts worth \$100,000 or more in value, if Vendor is a company with 10 or more full-time employees, Vendor verifies, that it does not have a practice, policy, guidance or directive that discriminates against a firearm entity or firearm trade association and Vendor will not discriminate against a firearm entity or firearm trade association during the term of this contract.

3.26. **Prohibition on Contracts or Other Agreements with Certain Foreign-Owned Companies in Connection with Critical Infrastructure in this State, Texas Government Code, Chapter 2274:** If this contract involves Vendor accessing critical infrastructure as defined in Texas Government Code, Section 2274.0101, Vendor certifies that Vendor is not:

- (1) owned by or the majority of stock or other ownership interest of the company is held or controlled by: (a) individuals who are citizens of China, Iran, North Korea, Russia or a designated country as defined in Section 2274.0101(4); or (b) a company or other entity, including a governmental entity, that is owned or controlled by citizens of or is directly controlled by the government of China, Iran, North Korea, Russia or other designated country as defined in Section 2274.0101(4); or
- (2) headquartered in China, Iran, North Korea, Russia or other designated country as defined in Section 2274.0101(4).
- (3) This provision applies regardless of whether the Vendor's or its parent company's securities are publicly traded, or the Vendor or its parent company is listed on a public stock exchange as a Chinese, Iranian, North Korean, or Russian company or a company of a designated country.

3.27. **Foreign Terrorist Organizations:** Vendor represents and warrants that it is not engaged in business with Iran, Sudan or a foreign terrorist organization, as prohibited by Texas Government Code §2252.152.

3.28. **COVID-19 Vaccine Passport Prohibition:** Under Section 161.0085 of the Texas Health and Safety Code, Vendor certifies that it does not require its customers to provide any documentation certifying the customer's COVID-19 vaccination or post-transmission recovery on entry to, to gain access to, or to receive service from the Vendor's business. Vendor acknowledges that such a vaccine or recovery requirement would make Vendor ineligible for a state-funded contract.

3.29. **Executive:** Vendor certifies it is in compliance with Texas Government Code §669.003, relating to contracting with the executive head of a State agency. If applicable, Vendor will complete the following for TWC evaluation:

Former Executive Name: _____

State Agency Name: _____

Date Separated from Agency: _____

Position with Vendor: _____

Date employed with Vendor: _____

3.30. **Buy Texas:** Vendor agrees to comply with Texas Government Code §2155.4441, pertaining to purchasing products and materials produced in the State of Texas.

3.31. **Texas Bidder Affirmation:** Vendor certifies that if a Texas address is shown as the address of the Vendor on this solicitation response, Vendor qualifies as a Texas Bidder as defined in Texas Government Code § 2155.444(c).

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- 3.32. **Human Trafficking:** Under Texas Government Code §2155.0061, Vendor certifies that the individual or business entity named in this bid or contract is not ineligible to receive the specified contract and acknowledges that this contract may be terminated, and payment withheld if this certification is inaccurate. Further, Vendor acknowledges that TWC may not award a contract to person convicted of on any offense related to the direct support of promotion of human trafficking during the five-year period preceding the date of award and that if TWC determines that Vendor is ineligible to have accepted the Contract, TWC may immediately terminate the contract without further obligation to Vendor.
- 3.33. **Trafficking in Persons:** The parties acknowledge the requirements of 2 C.F.R. §175, including the U.S. Department of Education's modifications to these requirements, and agree to comply with the requirements regarding trafficking in persons.
- 3.34. **Disclosure of Prior State Employment:** In accordance with Section 2254.033 of the Texas Government Code, relating to consulting services, Vendor certifies that it does not employ an individual who has been employed by TWC or another agency at any time during the two (2) years preceding submission of the solicitation response or, in the alternative, Vendor has disclosed in its solicitation response the following: (a) the nature of the previous employment with TWC or the other agency; (b) the date employment was terminated; and (c) the annual rate of compensation for the employment at the time of termination.
- 3.35. **Former Agency Employees:** In accordance with Texas Government Code § 2252.901, Vendor represents and warrants that none of its employees, including but not limited to those authorized to provide services under the contract were former employees of TWC or another state agency during the twelve (12) month period immediately prior to the date of execution of the contract.
- 3.36. Vendor represents and warrants that if selected for award of a contract as a result of this solicitation, Respondent will submit to Agency a Certificate of Interested Parties, prior to contract execution as required by Texas Government Code §2252.908.
- 3.37. **Cybersecurity Training:** Vendor represents and warrants that it will comply with the requirement of Texas Government Code §2054.5192 relating to cybersecurity training and required verification of completion of the training program. Specifically, if Vendor or any Vendor employee or subcontractor employee has access to a state computer system or database, Vendor shall ensure that Vendor, or any Vendor employee or subcontractor employee completes a cybersecurity training program certified under Texas Government Code §2054.519 as selected by TWC. The cybersecurity training program must be completed by Vendor during the term of the contract and during any renewal period. Vendor shall verify completion of the cybersecurity training to the TWC point of contact.
- 3.38. **Computer Equipment Recycling Program:** Vendor hereby certifies its compliance with the Manufacturer Responsibility and Consumer Convenience Computer Equipment Collection and Recovery Act located in Subchapter Y, Chapter 361, Texas Health and Safety Code and the Texas Commission on Environmental Quality rules, 30 TAC, Chapter 328. Failure of a Vendor to provide this certification shall render the Vendor ineligible to participate in the bidding process. TWC shall reject the related bid and not evaluate it.
- 3.39. **Television Equipment Recycling Program:** Vendor certifies its compliance with Subchapter Z, Chapter 361 of the Texas Health and Safety Code, related to the Television Equipment Recycling Program.

4. SPECIFICATIONS

- 4.1. Any catalog, brand name or manufacturer's reference used in the solicitation is descriptive only (not restrictive), and is used to indicate type and quality desired. Submitted responses containing other brands that are functionally equivalent will be considered unless TWC has advertised the solicitation as proprietary under Texas Government Code §2155.067. If Vendor takes an exception to the solicitation's specifications and Vendor's response contains equivalent product, Vendor is required to include additional information such as manufacturer, brand or trade name, illustrations, and specifications for the equivalent product as part of their response to the solicitation. If Vendor takes no exception to the specifications, the Vendor must furnish the item(s) as specified in the solicitation.
- 4.2. Manufacturer's standard warranty shall apply unless otherwise stated in the solicitation. Written warranty is to be provided with product, and is to include the point-of-contact name, phone number, and all information needed to initiate a warranty service call.
- 4.3. **No Substitutions:** Vendor will not make any substitution to the specifications of any solicitation or PO, unless the substitution is (1) proposed to TWC in writing by the Vendor, and (2) supported by the expressed written prior approval of TWC.

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

- 4.4. **Replacement Parts Available:** The Vendor, in connection with an agreement with the manufacturer of the equipment, warrants that new or reconditioned replacement parts will be available until five (5) calendar years after the date of the award of the contract. All replacement parts must meet or exceed original manufacturer's specifications and be compatible with existing equipment.
- 4.5. All electrical items must meet all applicable standards and regulations, and bear the appropriate listing from Underwriters Laboratory (UL), Factory Mutual Resource Corporation (FMRC), or National Electrical Manufacturers Association (NEMA).
- 4.6. Vendor guarantees product offered will meet or exceed specifications; that the product is new, in current production, including the manufacturer's standard equipment and accessories; and is qualified for full maintenance coverage, service and support at, or below, the manufacturer's standard maintenance rates.
- 4.7. **Projects Using Iron or Steel Products:** Pursuant to Texas Government Code §2252.202, iron or steel products produced through a manufacturing process and used in the project must be produced in the United States.

5. DELIVERY

- 5.1. Vendor is to show the number of days required to place material in the receiving location under normal conditions. Failure to state delivery time obligates Vendor to complete delivery within fourteen (14) days. Unrealistically short or long delivery promises may cause Vendor's response to be disregarded. Consistent failure to meet delivery promises will be grounds for termination of the contract.
- 5.2. If delay is foreseen, Vendor shall give written notice to TWC who reserves the right to extend delivery date if reasons appear valid. Vendor must keep TWC advised at all times of status of order. Default in promised delivery (without accepted reasons) or failure to meet specifications authorizes TWC to purchase the ordered products elsewhere and charge full increase, if any, in cost and handling to defaulting Vendor. Any damages incurred by TWC as a result of the default may also be assessed to the defaulting Vendor.
- 5.3. Delivery shall be made on State business days between 8:00 am and 5:00 pm, unless prior approval has been obtained from TWC.

6. VALIDATION, INSPECTION & TESTS

- 6.1. Vendor agrees to provide TWC with information necessary to validate any statements made in the Vendor's solicitation response, if requested by TWC. This may include, but is not limited to, allowing access for on-site observation, granting permission for TWC to verify information with third parties, allowing inspection of Vendor's records, and allowing inspection of plans for compliance.
- 6.2. All goods will be subject to inspection and test by TWC to the extent practicable at all times and places. Tests may be performed on samples called for, or on samples taken from regular shipment. In the event products tested fail to meet or exceed all conditions and requirements of the specification, the cost of the sample used, and the cost of the testing shall be borne by the supplier. Goods that have been delivered and rejected in whole, or in part may, at TWC's option, be returned to the Vendor or held for disposition at Vendor's risk and expense. Latent defects may result in revocation of acceptance.

7. INVOICING INSTRUCTIONS

- 7.1. Invoices must be submitted to TWC according to the instructions on the PO to the named individual and the address indicated on the PO. Invoice must show TWC as the receiving agency.
- 7.2. Submit invoice in duplicate. Upon request, one copy will be returned when making payment.
- 7.3. Invoices must include the name and address of Vendor, which must be identical to the information stated on the PO.
- 7.4. The TWC PO number and date of the PO must be shown on all invoice copies.
- 7.5. Invoice must have description of each item. Item numbers must be shown to correspond with the item numbers on the PO.
- 7.6. Quantity and date delivered, unit of measure specified, and total price of each item must be shown, all prices extended on the invoice, with all extensions on the invoice totaled, and the grand total shown.
- 7.7. Discounts, if applicable, must be stated, extended, and deducted to arrive at a Net Total for the invoice.
- 7.8. Trade-in values must be stated on the invoice.

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8. PAYMENT

- 8.1. Payment shall be made in accordance with Chapter 2251 of the Texas Government Code, commonly known as the Texas Prompt Payment Act. Chapter 2251 governs remittance of payment and remedies for late payment and non-payment.
- 8.2. TWC will incur no penalty for late payment if payment is made within thirty (30) days of acceptance of goods or services, or within thirty (30) days of receipt of an uncontested invoice submitted according to the instructions on the PO, whichever comes last.
- 8.3. In no event shall use of the product by TWC, for any purpose during any phase of the acceptance testing, constitute acceptance of any product by TWC.
- 8.4. Prior to any payment being made, the goods or services being invoiced must have been received and accepted by TWC.
- 8.5. The vendor must be notified of an error or disputed amount in an invoice submitted for payment not later than the 21st day after receipt of the invoice. Notification to the vendor must include the following: (1) Detailed statement of the amount of the invoice, which is disputed, (2) TWC may withhold payments no more than 110 percent of the disputed amount.

9. PATENT, TRADEMARK, COPYRIGHT AND OTHER INFRINGEMENT CLAIMS

- 9.1. Vendor shall indemnify, save and hold harmless the State of Texas from and against claims of patent, trademark, copyright trade secret or other proprietary rights, violations or infringements arising from the State's or Vendor's use of acquisition of any services or other items provided to the State of Texas by Vendor or otherwise to which the State of Texas has access as a result of Vendor's performance under this Contract, provided that the State shall notify Vendor of any such claim within a reasonable time of the State's receiving notice of any such claim. If Vendor is notified of any claim subject to this section, Vendor shall notify TWC of such claim within five (5) business days of such notice. No settlement of any such claim shall be made by Vendor without TWC prior written approval. Vendor shall reimburse the State of Texas for any claims, damages, losses, costs, expenses, judgments or any other amounts, including but not limited to, attorney's fees and court costs, arising from such claim. Vendor shall pay all reasonable costs of the State's counsel and shall also pay costs of multiple counsel, if required to avoid conflicts of interest.
- 9.2. Should the goods, or use of the goods, become the subject of a claim of infringement of a United States patent, trademark, copyright, trade secret or other proprietary rights, TWC may require the Vendor to procure for TWC the right to continue using the goods, to replace or modify the same to remove the infringement, or to accept return of the goods.
- 9.3. Vendor represents that it has determined what licenses, patents and permits are required under this Contract and has acquired all such licenses, patents and permits.
- 9.4. Vendor agrees that for the exclusive use by TWC or the State of Texas for State business, TWC and the State of Texas are free to reproduce without royalty, all manuals, publications, maintenance programs, diagnostics and documentation pertaining to any product developed as a result of the contract.

10. TERMINATION PROVISIONS

- 10.1. TWC reserves the right to immediately terminate any PO or contract resulting from or connected to this solicitation, in whole or in part, without recourse or penalty for breach of contract by the Vendor. TWC reserves the right to terminate any PO or contract resulting from or connected to this solicitation, in whole or in part, without recourse or penalty upon TWC within thirty (30) calendar days advance written notice, if TWC determines that such termination is in the best interest of the state, including but not limited to the following reasons.
 - 10.1.1. Failure to obtain or sustain funding from either Federal or State funding sources.
 - 10.1.2. Amendment or judicial interpretation of State or Federal laws or regulations that render fulfillment of the contract substantially unreasonable, impossible, or unnecessary.
- 10.2. In the event of such termination, Vendor must, unless otherwise mutually agreed upon in writing, cease all work immediately upon the effective date of termination. TWC and the State of Texas shall be liable for payments limited only to the portion of work TWC expressly authorized in writing and which Vendor has completed, delivered to TWC, and which has been accepted by TWC in writing. All such work shall have been completed, in accordance with contract requirements, prior to the effective date of termination. TWC and the State of Texas shall have no other liability, including no liability for any costs associated with the termination.

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

- 10.3. TWC expressly reserves any and all legal remedies to which it may be entitled to collect related to any and all damages directly or indirectly resulting from breach of contract, by the Vendor or any of its agents, representatives, subcontractors, employees, or any other party acting on behalf of the Vendor.
- 10.4. TWC shall retain ownership of all work products including deliverables, source and object code, and documentation in whatever form that they exist. In addition to any other provision, the Vendor shall transfer title and deliver to the TWC any partially completed work products, deliverables, source and object code, or documentation that the Vendor has produced or acquired in the performance of the contract.

11. INFORMATION TECHNOLOGY (IT) PURCHASES

- 11.1. During the term of the contract, the Vendor must notify TWC whenever an engineering change is made that may affect TWC's use of the product. It will be the sole option of TWC to accept the change.
- 11.2. Vendor represents that the product and all its elements, including, but not limited to, documentation and source code, meet the standards issued by the American National Standards Institute.
- 11.3. Vendor agrees that TWC owns the source code to any jointly-developed application(s) resulting from the contract.
- 11.4. As required by 1 TAC, Chapter 213:
 - 11.4.1. Effective September 1, 2006, state agencies shall procure products which comply with the State of Texas Accessibility requirements for Electronic and Information Resources specified in 1 TAC, Chapter 213 when such products are available in the commercial marketplace or when such products are developed in response to a procurement solicitation.
 - 11.4.2. Vendor shall provide TWC with the URL to its Voluntary Product Accessibility Template (VPAT) for reviewing compliance with the State of Texas Accessibility requirements (based on the federal standards established under Section 508 of the Rehabilitation Act of 1973, as amended (29 USC § 794d)), or indicate that the product/services accessibility information is available from the General Services Administration "Buy Accessible Wizard" (<http://www.buyaccessible.gov>). Vendors not listed with the "Buy Accessible Wizard" or supplying a URL to their VPAT must provide TWC with a report that addresses the same accessibility criteria in substantively the same format. Additional information regarding the "Buy Accessible Wizard" or obtaining a copy of the VPAT is located at <http://www.section508.gov/>.
 - 11.4.3. TWC will use either VPAT or the Buy Accessible Wizard to assess the degree of accessibility of a proposed product when making the procurement decision.
- 11.5. Vendor shall follow Web Content and Accessibility Guidelines. (WCAG 2.0) as applicable for new websites, applications or redesigns.
- 11.6. Vendor agrees that all products and/or services equipped with hard disk drives (i.e., computers, telephones, printers, fax machines, scanners, multifunction devices, etc.) shall have the capability to securely erase data written to the hard drive prior to final disposition of such products and/or services, either at the end of the Customer's Managed Services product's useful life or the end of the related Customer Managed Services Agreement for such products and/or services, in accordance with 1 TAC, Chapter 202.
- 11.7. In accordance with Texas Government Code, Section 2054.138, and to the extent that the Vendor is authorized to access, transmit, use, or store data for the agency, Vendor agrees to meet the security controls put in place by the Agency to protect Agency data. The Vendor agrees to provide the Agency evidence that the Vendor meets the security controls required by the contract annually or more often as requested by the Agency.

12. ADDITIONAL COMPTROLLER RECOMMENDED TERMS

- 12.1. **Abortion Provider and Affiliate Transactions Prohibited:** Respondent represents and warrants that the contract is not a taxpayer resource transaction prohibited by Section 2272.003 of the Texas Government Code and that payments made by Agency to Respondent and Respondent's receipt of appropriated funds under the contract are not prohibited by Article IX, Section 6.25 of the General Appropriations Act.
- 12.2. **Binding Effect:** The contract shall inure to the benefit of, be binding upon, and be enforceable against, each Party and their respective permitted successors, assigns, transferees and delegates.

ATTACHMENT 1 – TERMS & CONDITIONS (11/04/2021)

- 12.3. **Federal Occupational Safety and Health Law:** Respondent represents and warrants that all articles and services shall meet or exceed the safety standards established and promulgated under the Federal Occupational Safety and Health Act of 1970, as amended (29 U.S.C. Chapter 15).
- 12.4. **Immigration:** Respondent represents and warrants that it shall comply with the requirements of the Immigration and Nationality Act (8 U.S.C. § 1101 et seq.) and all subsequent immigration laws and amendments.
- 12.5. **Legal and Regulatory Actions:** Respondent represents and warrants that it is not aware of and has received no notice of any court or governmental agency actions, proceedings or investigations, etc., pending or threatened against Respondent or any of the individuals or entities included in the Response within the five (5) calendar years immediately preceding the submission of the Response that would or could impair Respondent's performance under the contract, relate to the solicited or similar goods or services, or otherwise be relevant to Agency's consideration of the Response. If Respondent is unable to make the preceding representation and warranty, then Respondent instead represents and warrants that it has included as a detailed attachment in its Response a complete disclosure of any such court or governmental agency actions, proceedings or investigations, etc. that would or could impair Respondent's performance under the contract, relate to the solicited or similar goods or services, or otherwise be relevant to Agency's consideration of the Response. In addition, Respondent represents and warrants that it shall notify Agency in writing within five (5) business days of any changes to the representations or warranties in this clause and understands that failure to so timely update Agency shall constitute breach of contract and may result in immediate termination of the contract.
- 12.6. **License:** Respondent hereby grants to Agency a non-exclusive, perpetual, irrevocable, worldwide, transferable, fully paid, royalty-free, right and license: (a) to reproduce, modify, distribute, store, publicly perform, publicly display, create derivative works of, and otherwise exploit the deliverables, in each case without any restrictions and without accounting to Respondent; and (b) to sublicense any or all such rights to third parties.
- 12.7. **Limitation on Authority:** Respondent shall have no authority to act for or on behalf of Agency or the State of Texas except as expressly provided for in the contract; no other authority, power or use is granted or implied. Respondent may not incur any debt, obligation, expense or liability of any kind on behalf of Agency or the State of Texas.
- 12.8. **No Third Party Beneficiaries:** The contract is made solely and specifically among and for the benefit of the parties named herein and their respective successors and assigns, and no other person shall have any right, interest, or claims hereunder or be entitled to any benefits pursuant to or on account of the contract as a third-party beneficiary or otherwise.
- 12.9. **Use of State Property:** Respondent is prohibited from using State Property for any purpose other than performing Services authorized under the contract. State Property includes, but is not limited to, Agency's office space, identification badges, Agency information technology equipment and networks (e.g., laptops, portable printers, cell phones, iPads, external hard drives, data storage devices, any Agency-issued software, and the Agency Virtual Private Network (VPN client)), and any other resources of Agency. Respondent shall not remove State Property from the continental United States. In addition, Respondent may not use any computing device to access Agency's network or e-mail while outside of the continental United States. Respondent shall not perform any maintenance services on State Property unless the contract expressly authorizes such services. During the time that State Property is in the possession of Respondent, Respondent shall be responsible for (i) all repair and replacement charges incurred by Agency that are associated with loss of State Property or damage beyond normal wear and tear and (ii) all charges attributable to Respondent's use of State Property that exceeds the contract scope. Respondent shall fully reimburse such charges to Agency within ten (10) calendar days of Respondent's receipt of Agency's notice of amount due. Use of State Property for a purpose not authorized by contract shall constitute breach of contract and may result in termination of the contract and the pursuit of other remedies available to Agency under contract, at law, or in equity.

ATTACHMENT 2 – TITLE PAGE

**A Proposal Submitted in Response to the
Texas Workforce Commission**

Request for Proposal No. 3202200178

Childcare Outreach Strategy and Campaign Services

Submitted By:

NAME OF RESPONDENT

ADDITIONAL REQUIREMENTS:

ATTACHMENT 3 – EXECUTION OF RESPONSE

Respondent must complete the following information, sign, and return this page. By signing below, Respondent agrees to provide the items/services described in this RFP and agrees to abide by all TWC terms and conditions as specified in this RFP and in any contract resulting from an award.

Any exceptions taken to the terms and conditions as set forth in this document must be identified in detail and accompany your response. Any exceptions not identified in detail at the time your response is submitted will not be considered. Please complete the following: No exceptions taken OR Yes, exception taken due to (state your reason):

The firm, fixed price per item listed on the Cost Worksheet must remain firm, fixed pricing from the date of contract award through completion.

Signature of person authorized to make this agreement

Date Signed

Printed name of person signing above

RESPONDENT INFORMATION

Name of Respondent:
Mailing Address:
Billing Address (if different from above):
City, State & Zip Code:
Phone No./Fax No.:
E-Mail Address:
Employer Identification No.:
Texas Identification No.:

In an effort to minimize identity theft, every company/individual MUST have an Employer Identification Number (EIN), also known as a federal tax identification number prior to award of a contract. For information on obtaining your EIN, you may call 800-829-4933 or visit the following website: <http://www.irs.gov/businesses/small/>

The Texas Identification Number is the payee identification number assigned and used by the Texas Comptroller of Public Accounts to process payment for goods/services. Enter this number in the space provided above if number is not pre-printed. If this number is not known, please visit <http://www.window.state.tx.us/taxinfo/taxforms/ap-152.pdf> to set up a Texas Identification Number.

Check below to claim a preference under statute:

- Goods produced or offered by a Texas bidder that is owned by a Texas resident service-disabled veteran.
- Goods produced in Texas or offered by a Texas bidder that is not owned by a Texas resident service-disabled veteran.

- Agricultural products grown in Texas
- Agricultural products offered by Texas bidder
- Services offered by a Texas bidder that is owned by a Texas resident service-disabled veteran
- Services offered by a Texas bidder that is not owned by a Texas resident service-disabled veteran
- Texas Vegetation Native to the Region
- USA produced supplies, materials or equipment
- Products of persons with mental or physical disabilities
- Products made of recycled, remanufactured, or environmentally sensitive materials including recycled steel
- Energy Efficient Products
- Rubberized asphalt paving material
- Recycled motor oil and lubricants
- Products produced at facilities located on formerly contaminated property
- Products and services from economically depressed or blighted areas
- Vendors that meet or exceed air quality standards
- Recycled or Reused Computer Equipment of Other Manufacturers
- Foods of Higher Nutritional Value

ATTACHMENT 4 – COST PROPOSAL FORM

Respondent's Name:

In the table below, propose your best cost to perform each listed deliverable. The fixed price hard cost column should reflect the cost associated with hard costs. The service hours column should reflect the number of planned staff hours to conduct each service. The hourly rate column should reflect the offeror's hourly rate for each service. The total cost column should reflect the service hours multiplied by the hourly rate plus the fixed price hard cost. This worksheet should provide a high-level overview of the costs for each service.

Service Description	Fixed Price Hard Cost	Service Hours	Hourly Rate	Total Cost
G.1 – Research	\$		\$	\$
G.2 – Communication Plan	\$		\$	\$
G.3 – Logo and Style Guide	\$		\$	\$
G.4 – Creative and Collateral	\$		\$	\$
G.5 – Exhibit	\$		\$	\$
G.6 – Webinar	\$		\$	\$
G.7 – Public Service Announcement	\$		\$	\$
G.8 – Website	\$		\$	\$
G.9 – Media Buy	\$		\$	\$
G.10 – Outreach	\$		\$	\$
TOTAL COST OF SERVICES				\$

ATTACHMENT 4A – DETAILED BUDGET WORK SHEET TEMPLATE

Respondent's Name:

To support the development of Attachment 4 - Cost Proposal Form which provides a single cost per service, TWC is providing offerors a Detailed Budget Worksheet template in Excel format. Respondents should fill in the Detailed Budget Worksheet to provide additional cost and scope details to show how you arrived at the total costs for each service.

The Excel spreadsheet called "Detailed Budget Worksheet" is uploaded and available as a separate file associated with this solicitation file.

Reminder: Respondents must provide a fixed price hard cost, number of planned service hours, hourly rate, and total cost for each service based on your standard approach to the service, scoped around the details and audiences provided, and planning for three rounds of review for each essential deliverable and reporting across the number of weeks indicated. Provide the high-level fixed costs in the cost worksheet format as provided in Attachment 4 – Cost Proposal Form. Provide a detailed cost breakdown in the Attachment 4A – Detailed Budget Worksheet. This provides information to TWC on what you would charge for projects of this scope.

Over the course of the Contract term, one or more Awarded Vendor(s) will receive a Task Order from TWC for specific service projects. Those task orders will indicate if the scope is similar to or modified from what is outlined below. The Awarded Vendor(s) who receive the Task Order will be given an opportunity to review and respond to the specific project scope with a clarified or modified budget. TWC reserves the right to send Task Orders to one or more Awarded Vendors. TWC may request an Awarded Vendor respond to a Task Order anywhere between one and four weeks, depending on the complexity and urgency of the project. There is no guarantee of TWC sending an Awarded Vendor a Task Order during the contract term.

ATTACHMENT 5 – REFERENCES

Must Be Completed and Returned

Respondents should provide the following information for three (3) professional references who are willing and able to provide documentation about respondent's ability to perform similar requested services. Do not include Texas Workforce Commission as a reference.

Reference Template (Three references must be submitted with your response)

Name of the vendor which provided the service (e.g., indicate if it was for the Prime vendor respondent or for the prime vendor's Hub contractor)

Name of the organization to which the service was provided

Street address of the organization to which the service was provided City State Zip

Name of Point of Contact Title

Telephone Number Email Address

Project Title Start Date End Date

Project Description/Scope of Work

Project Outcome(s)

ATTACHMENT 6 – RESOURCES

Texas Workforce Commission Resources

- About Texas Workforce Commission: <http://www.twc.state.tx.us/about-texas-workforce>
- Texas Local Workforce Development Boards: <http://www.twc.state.tx.us/dirs/w dbs/workforce-development-boards-websites.html>
- Historically Underutilized Business (HUB) Program: <http://www.twc.state.tx.us/agency/historically-underutilized-business-hub-program>
- Texas Workforce Commission Accessibility Policy: <http://www.twc.state.tx.us/twc-accessibility-policy>
- TWC Website Privacy & Security Information: <http://www.twc.state.tx.us/twc-website-privacy-security-information>

Texas Workforce Commission Child Care and Related Programs and Services

- Child Care Program: <https://twc.texas.gov/students/child-care-program>
- Texas Rising Star child care site: <https://texarsrisingstar.org/>
- Texas Child Care Availability portal: <https://find.childcare.texas.gov/welcome>
- Texas Workforce Commission Unemployment Benefit Services Overview: <https://twc.texas.gov/jobseekers/unemployment-benefits-services>
- TWC UI Benefit Services portal: <https://apps.twc.state.tx.us/UBS/security/logon.do>
- WorkInTexas.com job matching site: <https://www.workintexas.com/vosnet/Default.aspx>
- MyTXCareer.com job matching site: <https://www.mytxcareer.com/vosnet/Default.aspx>
- Texas Workforce Commission Earmarks \$9 Million Dollars for Initiative to End the Middle Skills Gap in Texas (July 8, 2021): <https://www.twc.texas.gov/news/texas-workforce-commission-earmarks-9-million-dollars-initiative-end-middle-skills-gap-texas>

Texas Workforce Commission Distribution Channels:

- TWC on Facebook, LinkedIn, Twitter, YouTube, Flickr and Solutions Blog: <https://twc.texas.gov/social-media>

Online Social / Digital Media Advertising and Usage Policies:

Respondents are expected to be familiar with online social and digital media use and advertising policies including use by government organizations.

- Facebook Advertising Policies: <https://www.facebook.com/policies/ads/>
- Instagram Advertising Policies: https://www.facebook.com/business/help/793315701035887?id=377090259688020&helpref=page_content
- Twitter Advertising Policies: https://www.facebook.com/business/help/793315701035887?id=377090259688020&helpref=page_content

- LinkedIn Advertising Policies: <https://www.linkedin.com/legal/ads-policy>
- Snapchat Advertising Policies: <https://www.snap.com/en-US/ad-policies#:~:text=Snap%20Advertising%20Policies%201%20General%20Information.%20We%20want,encourage%20dishonest%20behavior.%20...%204%20Industry-Specific%20Requirements.%20>
- YouTube Advertising Policies: https://www.youtube.com/intl/en_us/ads/faqs/

ATTACHMENT 7 – TASK ORDER TEMPLATE

**PROJECT TASK ORDER REQUEST FOR
CHILDCARE OUTREACH STRATEGY AND CAMPAIGN SERVICES
PROCUREMENT NO. 3202200178 CONTRACT NO. XXXXXX**

PO Number: _____ **Request Number:** _____

Service Project Timeline:	Anticipated Start Date:	Anticipated End Date:
<mm/dd/yyyy>	<mm/dd/yyyy>	<mm/dd/yyyy>

Service Project Name: _____

TWC Project Manager: _____

Service Project Description: _____

The Vendor(s) shall provide Childcare Outreach Strategy and Campaign Services to the Texas Workforce Commission (TWC) pursuant to the Procurement No.3202200178. Project objective(s), service(s), and essential deliverable(s) will include: <Description>

SERVICE AND DELIVERABLE SCOPE OF WORK:

Vendor's Response to this section must include a detailed description of the proposed approach to providing the service(s) and a plan for developing each project essential deliverable.

Planned Services to Meet Project Objectives: _____

Objective 1: <service description>

Objective 2: <service description>

Objective 3: <service description>

Requested Essential Deliverables: (Add rows as necessary to list all deliverables)

Deliverable 1: <name, detailed description, and plan for development>

Deliverable 2: <name, detailed description, and plan for development>

Deliverable 3: <name, detailed description, and plan for development>

Vendor Task List and Schedule: (Add rows as necessary to list all tasks/timelines.)

Vendor Must Complete the Following Task Schedule

Task	Assigned Staff	Timeline
1.		
2.		
3.		

VENDOR COST PROPOSAL:**Vendor Must Complete the Following Cost Schedule**

Item	Cost Detail	Cost
Service or Deliverable 1:	Staff 1 Number of hours and Hourly Rate	
	Staff 2 Number of hours and Hourly Rate	
Service or Deliverable 2:	Staff 1 Number of hours and Hourly Rate	
	Staff 2 Number of hours and Hourly Rate	
Total Cost		

Please Note: Vendor **must** include an attached breakdown of Total Cost proposed above. Agency will pay 90 % upon completion and acceptance of each deliverable and the remaining 10% upon satisfactory completion of the task order. As stated in the RFP, "Respondents must provide a not-to-exceed hourly rate for each skill set/position identified in the Cost Proposal. These rates **MUST NOT** exceed the Vendor's rates originally proposed. The Cost Proposal should include any business, economic, legal, programmatic, or practical assumptions that underlie the respondent's Costs."

Vendor agrees to all terms and conditions, including all provisions, requirements and Terms and Conditions of the Contract for RFP No. **3202200178**.

Vendor's quote must remain valid for a minimum of ninety (90) days from the deadline for submission.

AUTHORITY TO EXECUTE: The Undersigned Parties have executed this Agreement in their capacity as stated below with authority to bind their organization on the dates set forth by signature.

Vendor Representative
Name

Business Entity Name

Vendor Authorized
Signature

Date

TWC Representative Name

TWC Authorized Signature

Date

ATTACHMENT 8 – MONTHLY ACTIVITY REPORT & INVOICE TEMPLATE

Activity Report Template

Service/Project/Task Order:

Contract No.:

PO Number:

Monthly Reporting Period:

Service	Deliverable Description
G.X XXX	<ul style="list-style-type: none">XXX This section should include the deliverable name and description and draft and/or final delivery dates
G.X XXX	<ul style="list-style-type: none">XXX
G.X XXX	<ul style="list-style-type: none">XXX

Invoice Template

Vendor name

Vendor address

Texas Workforce Commission
101 East 15th Street
Austin, TX 78778
Attn: *project lead*

Date of invoice:

PO Number:

Date of PO:

Invoice Number:

Monthly Billing Period:

Service/Deliverable	Amount Due
D.X XXX	\$X,XXX
D.X XXX	\$X,XXX
D.X XXX	\$X,XXX
Total Due	\$X,000

ATTACHMENT 9 – QUESTIONS & ANSWERS

Respondents must submit their questions using this template, including the specific RFP Section and Page number related to each question. TWC will respond in the same format and will include an Amended RFP if needed. The answers refer to a specific location in the RFP whenever possible. If similar questions are asked, TWC may reference a response to another question. If TWC modifies the RFP in response to a Respondent question, then TWC notes "Yes" in the last column on the right, RFP Modified to Clarify.

No.	RFP Section	Page	Question	Answer	RFP Modified to Clarify?
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					
10.					

ATTACHMENT 10 – HUB SUBCONTRACTING PLAN (HSP)

Respondents must comply with the TWC HUB Subcontracting Plan Procedure. Respondents must complete the HUB Subcontracting Plan documents and submit them as part of their response to this RFP. The Awarded Vendor will be required to submit a monthly HUB Progress Assessment Report.

The HUB Subcontracting Plan may be accessed via the Internet at
<https://comptroller.texas.gov/purchasing/docs/hub-forms/hsp-allfms.pdf>

IF YOUR RESPONSE TO THIS SOLICITATION DOES NOT CONTAIN A HUB SUBCONTRACTING PLAN, YOUR RESPONSE SHALL BE REJECTED AS A MATERIAL FAILURE TO COMPLY WITH THE ADVERTISED SPECIFICATIONS.

ATTACHMENT 11 – LIST OF HUB SUBCONTRACTORS

915-74 Radio Commercial Production Services

1462809743900 , 2800 GAH, LLC , Anthony Hernandez , 103 E HUISACHE AVE, , SAN ANTONIO , TX , 78212-2940 , USA , gah1114@icloud.com , 210-347-4128 , Radio, Television, Print, Web, Media, Digital & Corporate Video production, including Project Management.
1472935285700 , CHAMOY CREATIVE, LLC , Lauri Revilla , 1502 S FLORES ST,SUITE 101 , SAN ANTONIO , TX , 78204-1638 , USA , lrevilla@chamoycreative.com , 210-951-0222 , Advertising Services (print, Digital, Hispanic, Television and Radio Production), Digital Marketing (SEO, Digital Advertising, Social Media Management
1810585465900 , COREY ROBERTS, LLC , Corey Roberts , 1200 E 3RD ST, , AUSTIN , TX , 78702-4314 , USA , accounting@ponysound.com , 512-485-3181 , Audio recording for the Television, Radio and Film industry.
1830515314200 , DUOS GLOBAL, LLC , Mgr/Sergio Alcantara , 4600 WEST I-40 SUITE 401, , AMARILLO , TX , 79106 , USA , Sergio@Duosglobal.com , 806-570-0921 , Advertising Agency, Media Placement, Media Buying, Outdoor Billboard, Advertising Services, Marketing Services, Promotional Events, Digital Advertising, Radio and TV Commercial Production, Radio and TV order placing and Marketing Research.
1752260462200 , LOPEZ PR AND MARKETING GROUP, INC. , President / Jose L. Lopez , 2150 TRAWOOD, BLDG A, STE 262, , EL PASO , TX , 79935 , USA , jllopez1@lopezgroup.com , 915-772-8018 , HISPANIC ADVERTISING PROMOTIONS, MEDIA PLACEMENT, ARTWORK AND GRAPHICS, WEB PAGE DESIGN, RADIO AND TELEVISION PRODUCTION, OUTDOOR DESIGN, PUBLIC RELAT
1454110663000 , MC&O, INC. , CEO/Rebecca L. Owen , 4507 82ND LN, , LUBBOCK , TX , 79424-4228 , USA , rowen@owengrp.com , 806-788-2292 , Advertising, Marketing, Public Relations, Event Planner, Sports Marketing, Advertising and Marketing Research, Fund Raising/Development, Radio/TV Production, Graphic Design
1264227393700 , MOHR CREATIVE , Debbie Mohr , 921 W 23RD ST, , HOUSTON , TX , 77008-1809 , USA , debbie@debbiemohrcreative.com , 713-870-7018 , Expert marketing communications services from concept to production and publication for all media, including print, audio, video and digital.
1473164979500 , MSTZO, LLC , Paul Chapman , 1017 N. MAIN AVE,SUITE 300 , SAN ANTONIO , TX , 78212 , USA , paul@culturalproductions.com , 210-570-9543 , marketing/communications services, including: Advertising & marketing consulting Web design Advertising services: outdoor,newspaper, radio, tv, web Production services: outdoor,newspaper,radio, tv, web Production of promotional products
1770627308700 , SHINY OBJECT, INC. , Ron Pippin , 2504 BLUFFVIEW DR, , AUSTIN , TX , 78704-5825 , USA , ron@shiny.tv , 512-626-4325 , Film Production, Animation, Design, Film/ Video/ Audio Production, Creative Concept/ Copywriting, Music Production, Photography, Creative Services
1742297338200 , Sherry Matthews, Inc. , Wardaleen Belvin , 200 S CONGRESS AVE, , AUSTIN , TX , 78704-1219 , USA , wbelvin@sherrymatthews.com , 512-837-8113 , Full-service advertising agency specializing in social/advocacy marketing, media placement, public relations, creative services for TV, radio, print,outdoor/transit, web, Internet marketing, research, printing, etc.
1474211130600 , THE VOICE SOCIETY, LLC , Maria Tapias , 24285 KATY FWY,SUITE 300 , KATY , TX , 77494-1327 , USA , maria@thevoicesociety.com , 346-387-7136 , Bilingual, full-service marketing and advertising firm. Our services include: strategic planning, traditional advertising (TV, radio, print), digital, SEM/SEO, social media management, web design and production. We are MBE and SBE certified.

915-78 Television Commercial Production Service

1752900870200 , 1820 PRODUCTIONS, LLC , President/Korey Miller , 400 E ROYAL LANE,BUILDING 3 SUITE 200 , IRVING , TX , 75039 , USA , Sara@1820productions.com , 972-869-7777 , Television and film production company. Everthing from concept creations to production and post production including editing, graphics and animation.

1462809743900 , 2800 GAH, LLC , Anthony Hernandez , 103 E HUISACHE AVE, , SAN ANTONIO , TX , 78212-2940 , USA , gah1114@icloud.com , 210-347-4128 , Radio, Television, Print, Web, Media, Digital & Corporate Video production, including Project Management.

1825273234200 , B RILEY PRODUCTIONS LLC , Brian Riley , 2708 STELTER PL , HOUSTON , TX , 77007-2570 , USA , info@nightwolfproductions.com , 225-772-0027 , Video Production, Marketing and Graphic Design Services

1825477527500 , BIG CREATIVE PRODUCTIONS, LLC , Nina Medeiros , 7104 GENTLE OAK DR, , AUSTIN , TX , 78749-1896 , USA , Nina@BigCreativeProductions.com , 818-512-0819 , Video marketing, video production, television & film production, aerial video, photography, set & event design. Video Production from concept to execution. Live event production. Marketing services.

1454470417500 , BIG PICTURELAB, LLC , Raina James , 4813 RED BLUFF RD, , AUSTIN , TX , 78702-5119 , USA , raina@bigpicturelab.com , 512-796-4723 , Big Picture Lab specializes in video production and animation. Skill set includes: HD video and editing capabilities, 2D & 3D animation, sound mixing services, Web video, social media, entertaining & persuasive approaches to complicated subjects.

1742990362200 , BOA VISTA, L.L.C. , CEO/Kristin Johansen-Berg , PO BOX 9464, , AUSTIN , TX , 78766-9464 , USA , kristin@artsandlabor.co , 512-374-0000 , We're a creative content company specializing in media ranging from network television content to graphic and web design. Clients range from NBC News to Dell.

1760290171600 , BQR ADVERTISING AND PUBLIC RELATIONS, IN , Vicki A. Roy , 2500 TANGLEWILDE ST STE 105, , HOUSTON , TX , 77063-2123 , USA , vickir@bqradvertising.com , 713-952-7100 , Full-service advertising, public relations and event planning firm. Advertising in all traditional and digital media; graphic design; Web design and programming; social media, search engine optimization; Hispanic marketing and international advertising

1823075095400 , C2C MEDIA LLC , Deanna DeHaven , 6420 MAGENTA LN, , AUSTIN , TX , 78739-2078 , USA , deanna@c2cmmedia.tv , 512-572-0222 , C2C Media specializes in concept to completion video production, animation & photography services. We connect your customers with your products & services through solid storytelling, beautiful cinematography, lights out editorial & exceptional animation.

1812956102500 , CAM LIGHT ENTERPRISE, INC. , Carl White , P.O. BOX 1371, , CONROE , TX , 77305 , USA , camlightvideo@gmail.com , 936-520-0106 , We Provide Video Production for: Web Commercials, Profile Video, Product Demo, Seminars, Construction Site Video and Special Events. Photography Services: Head Shots and Special Events

1472935285700 , CHAMOY CREATIVE, LLC , Lauri Revilla , 1502 S FLORES ST,SUITE 101 , SAN ANTONIO , TX , 78204-1638 , USA , lrevilla@chamoycreative.com , 210-951-0222 , Advertising Services (print, Digital, Hispanic, Television and Radio Production), Digital Marketing (SEO, Digital Advertising, Social Media Management

1462293400900 , CHRIS HOWELL COMMUNICATIONS, LLC , CHRIS HOWELL, SR , 2201 MAIN ST STE 835, , DALLAS , TX , 75201-4356 , USA , Chris@ChrisHowellOnline.com , 214-760-1531 , The principal lines of business for Chris Howell Communications are VIDEO PRODUCTION, MEDIA, BROADCASTING, DIGITAL MARKETING, VOICE NARRATION, and EMCEE SERVICES. The company is built on the expertise of our founder who's a veteran broadcast journalist.

1830515314200 , DUOS GLOBAL, LLC , Mgr/Sergio Alcantara , 4600 WEST I-40 SUITE 401, , AMARILLO , TX , 79106 , USA , Sergio@Duosglobal.com , 806-570-0921 , Advertising Agency, Media Placement, Media Buying, Outdoor Billboard, Advertising Services, Marketing Services, Promotional Events, Digital Advertising, Radio and TV Commercial Production, Radio and TV order placing and Marketing Research.
1141964798400 , ELEPSGOR COMMUNICATIONS, LLC , Annie Billings , 6825 MANHATTAN BLVD, STE 127, , FORT WORTH , TX , 76120-1219 , USA , abillings@elepscor.com , 817-239-4089 , consulting, training, technical support in broadcast media operations, engineering & audio/video production services. Serve commercial/non-commercial sector domestically & internationally.
1752738048300 , ENCORE MULTIMEDIA, INC. , BRENDA WASKOWIAK , PO BOX 3812, , LONGVIEW , TX , 75606-3812 , USA , BRENDA@ENCOREMULTIMEDIA.COM , 903-757-6111 , Encore Multimedia is a full service, customer and results oriented media company offering advertising and marketing services, video/dvd production, design/placement of print media, website design/development, flash animation and much more.
1463211162200 , GENIUS HOUSE MEDIA, LLC , Partner/Colleen Fischer , 328 HEMPHILL ST, , FORT WORTH , TX , 76104-1130 , USA , colleen@geniushousemedia.com , 614-580-2438 , Video production services and digital marketing, which includes social media consulting and community management
1830949571300 , GRAVITY FILMS LLC , Vanessa McKellar , 3409 MCMILLAN DR, , TYLER , TX , 75701-8242 , USA , hello@gravityfilms.com , 903-630-3343 , video production - commercials, PSA's, instructional and training videos, event documentation, promo films, etc.
1815011313400 , HARTER MUSIC, LLC , Pres./Pamela Harter , 3477 NORTHEAST PARKWAY, , SAN ANTONIO , TX , 78218 , USA , pam@hartermusic.com , 210-829-1211 , A full-service music & audio production company that works across the worlds of advertising, television, film, mobile & digital. We specialize in original music composition, music supervision, licensing & audio production for all broadcast & media forma
1270147095200 , Innovative Multimedia Group, LLC , Heather Chandler , 8627 Cinnamon Creek Drive, Suite 602, , San Antonio , TX , 78240-3392 , USA , heather@theimgstudio.com , 210-582-5316 , Motion picture and video production
1203123460700 , JOE D. NORMAN PRODUCTIONS , Owner / Joe Norman , 2503 AVALON DRIVE, , LEWISVILLE , TX , 75056 , USA , jnorm@mac.com , 214-766-6074 , FILM AND VIDEO PRODUCTION COMPANY
1752260462200 , LOPEZ PR AND MARKETING GROUP, INC. , President / Jose L. Lopez , 2150 TRAWOOD, BLDG A, STE 262, , EL PASO , TX , 79935 , USA , jlopez1@lopezgroup.com , 915-772-8018 , HISPANIC ADVERTISING PROMOTIONS, MEDIA PLACEMENT, ARTWORK AND GRAPHICS, WEB PAGE DESIGN, RADIO AND TELEVISION PRODUCTION, OUTDOOR DESIGN, PUBLIC RELAT
1742060120900 , LOVE ADVERTISING INC. , Pres./BRENDA LOVE , 3550 W 12TH STREET, , HOUSTON , TX , 77008 , USA , brenda@loveadv.com , 713-552-1055 , FULL SERVICE ADVERTISING AGENCY SPECIALIZING IN BROADCAST
1742663202600 , MAYA HISPANIC COMMUNICATIONS, INC. , ALEJANDRO MAYA , 8627 CINNAMON CREEK, SUITE 501, , SAN ANTONIO , TX , 78240 , USA , alejandro@sprocketproductions.com , 210-342-6709 , VIDEO PRODUCTION - BROADCAST AND NON-BROADCAST, POST PRODUCTION EDITING.
1454110663000 , MC&O, INC. , CEO/Rebecca L. Owen , 4507 82ND LN, , LUBBOCK , TX , 79424-4228 , USA , rowen@owengrp.com , 806-788-2292 , Advertising, Marketing, Public Relations, Event Planner, Sports Marketing, Advertising and Marketing Research, Fund Raising/Development, Radio/TV Production, Graphic Design
1264227393700 , MOHR CREATIVE , Debbie Mohr , 921 W 23RD ST, , HOUSTON , TX , 77008-1809 , USA , debbie@debbiemohrcreative.com , 713-870-7018 , Expert marketing communications services from concept to production and publication for all media, including print, audio, video and digital.

1752780736000 , MORE TALENT PRODUCTIONS, INC. , Jerry Cunningham , PO BOX 741206, , DALLAS , TX , 75374-1206 , USA , jerry@moretalentproductions.com , 214-886-0301 , Entertainment, television production company producing comedy & music shows offering editing & video service.
1473164979500 , MSTZO, LLC , Paul Chapman , 1017 N. MAIN AVE,SUITE 300 , SAN ANTONIO , TX , 78212 , USA , paul@culturalproductions.com , 210-570-9543 , marketing/communications services, including: Advertising & marketing consulting Web design Advertising services: outdoor,newspaper, radio, tv, web Production services: outdoor,newspaper, radio, tv, web Production of promotional products
1202407614800 , PENGUIN SUITS, INC. , President/DEBRA R. BURROWS , 106 AUSTIN DR S, , BOERNE , TX , 78006-8900 , USA , debi@penguinsuits.com , 830-816-8238 , Marketing Department and Advertising Printing and design web design, logos, e commerce. writing and developing video and television commercial production and placement, as well as print placement
1202734175400 , RED MEDIA GROUP, L.L.C. , Managing Partner Angela Hale , 106 E 6TH ST STE 900, , AUSTIN , TX , 78701-3665 , USA , angela@redmediagroup.com , 512-322-3965 , Public relations/marketing, multi-media video production, consulting/communications
1264042896200 , RIO BRAVO PICTURES, LLC , Rodrigo Rodriguez , 800 N MAIN ST STE 300, , MCALLEN , TX , 78501-4325 , USA , rodrigo@rio-films.com , 713-269-6433 , Produce, Edit, & Director Television Commercials
1814999479200 , ROXANNE'S VOICE , Roxanne Coyne , 1042 SHINNECOCK HILLS DR, , GEORGETOWN , TX , 78628 , USA , orion@roxannesvoice.com , 512-688-1287 , Audio and video production. English Spanish voiceover narration and telephony services
1770627308700 , SHINY OBJECT, INC. , Ron Pippin , 2504 BLUFFVIEW DR, , AUSTIN , TX , 78704-5825 , USA , ron@shiny.tv , 512-626-4325 , Film Production, Animation, Design, Film/ Video/ Audio Production, Creative Concept/ Copywriting, Music Production, Photography, Creative Services
1742297338200 , Sherry Matthews, Inc. , Wardaleen Belvin , 200 S CONGRESS AVE, , AUSTIN , TX , 78704-1219 , USA , wbelvin@sherrymatthews.com , 512-837-8113 , Full-service advertising agency specializing in social/advocacy marketing, media placement, public relations, creative services for TV, radio, print,outdoor/transit, web, Internet marketing, research, printing, etc.
1811219668000 , TBD POST PRODUCTION, LLC , Brandon Thomas , 2815 MANOR RD,STE 202 , AUSTIN , TX , 78722-1717 , USA , brandon@tbdpost.com , 512-772-1552 , Post Production services for Advertising, Television and Film. Video editing, graphics, visual effects, color grading.
1463038495700 , THE DEPARTMENT , President-Exec. Producer / Byron Fitts , PO BOX 5200, , DALLAS , TX , 75208-9200 , USA , byron@thedepartmenttv.com , 214-446-5250 , We produce TV commercials and online advertisements and content. Advertising content for TV, digital, & social media for various brands - nationally & regionally.
1742312596600 , THE LASTER GROUP, INC. DBA CULTURESPAN , President / Nancy O. Laster , MARKETING,5407 N MESA ST., 2ND FLOOR , EL PASO , TX , 79912-5468 , USA , judy.peinado@culturespanmarketing.com , 915-581-7900 , CultureSpan Marketing is a full-service advertising agency with focus on Spanish-language advertising. Our in-house audio/visual prod studio ensures quality production of TV/radio spots and long-form videos in a condensed timeframe at substantial savings
1474211130600 , THE VOICE SOCIETY, LLC , Maria Tapias , 24285 KATY FWY,SUITE 300 , KATY , TX , 77494-1327 , USA , maria@thevoicesociety.com , 346-387-7136 , Bilingual, full-service marketing and advertising firm. Our services include: strategic planning, traditional advertising (TV, radio, print), digital, SEM/SEO, social media management, web design and production. We are MBE and SBE certified.

1473058543800 , TIBURON TRANSMEDIA LLC , Sergio Carvajal-Leoni , 7801 N LAMAR BLVD,SUITE F36 , AUSTIN , TX , 78752-1016 , USA , Sergio@tiburon-transmedia.com , 737-202-4711 , We are a marketing and communications agency that specializes in Video production, photography, Graphic Design and Digital Storytelling including custom newsletters.

915-82 Video Production Services

1752900870200 , 1820 PRODUCTIONS, LLC , President/Korey Miller , 400 E ROYAL LANE,BUILDING 3 SUITE 200 , IRVING , TX , 75039 , USA , Sara@1820productions.com , 972-869-7777 , Television and film production company. Everthing from concept creations to production and post production including editing, graphics and animation.

1462809743900 , 2800 GAH, LLC , Anthony Hernandez , 103 E HUISACHE AVE, , SAN ANTONIO , TX , 78212-2940 , USA , gah1114@icloud.com , 210-347-4128 , Radio, Television, Print, Web, Media, Digital & Corporate Video production, including Project Management.

1842554319800 , ALAMO KREATIV VIDEO , Dureen Siebersma , PRODUCTIONS, LLC,4241 WOODCOK DR., SUITE B203 , SAN ANTONIO , TX , 78228 , USA , dsiebersma@alamokreativ.com , 210-960-2790 , I produce various videos, including Educational ASL testing videos for states throughout the US

1753253866100 , ALEXACOM, LLC DBA EXPERT WSI EMARKETING , James R Alexander , 19914 KELLICREEK DR, , KATY , TX , 77450-5212 , USA , jralexander@expertwsiemarketing.com , 713-338-3488 , Digital & Web Marketing including consulting, website development, SEO, Paid Search (PPC, Display & Re-marketing), Apps, Email Marketing, Social Media Marketing, Photography, Video Marketing, Voice Search, Hosting, Domains, and Site Maintenance

1825273234200 , B RILEY PRODUCTIONS LLC , Brian Riley , 2708 STELTER PL, , HOUSTON , TX , 77007-2570 , USA , info@nightwolfproductions.com , 225-772-0027 , Video Production, Marketing and Graphic Design Services

1825477527500 , BIG CREATIVE PRODUCTIONS, LLC , Nina Medeiros , 7104 GENTLE OAK DR, , AUSTIN , TX , 78749-1896 , USA , Nina@BigCreativeProductions.com , 818-512-0819 , Video marketing, video production, television & film production, aerial video, photography, set & event design. Video Production from concept to execution. Live event production. Marketing services.

1900632853800 , BIG HIT PRODUCTIONS, INC. , Owner/Glenn Bradley , PO BOX 851952, , MESQUITE , TX , 75185-1952 , USA , info@bighitcreative.com , 972-850-7312 , Big Hit Creative Group,Creative/Graphic Design, Website Design, video production, explainer videos, Digital/SEO/PPC, Advertising,Logo, Branding, Print Materials, screen print, embroidery, apparel, Promotional Items, Package Design, trade show setup

1454470417500 , BIG PICTURELAB, LLC , Raina James , 4813 RED BLUFF RD, , AUSTIN , TX , 78702-5119 , USA , raina@bigpicturelab.com , 512-796-4723 , Big Picture Lab specializes in video production and animation. Skill set includes: HD video and editing capabilities, 2D & 3D animation, sound mixing services, Web video, social media, entertaining & persuasive approaches to complicated subjects.

1742646897500 , BRIGHTLEAF GROUP, INC. , Jane Scott , 7000 NORTH MOPAC EXPWY,SUITE 200 , AUSTIN , TX , 78731 , USA , jane.scott@brightleafgroup.com , 512-795-8900 , A one-stop shop for communication services: website design/development; UX; Drupal/Craft/Joomla/other CMS; accessibility; technical & marketing writing/editing; graphic design; video; instructional design; training; eLearning; publishing; strategy

1823075095400 , C2C MEDIA LLC , Deanna DeHaven , 6420 MAGENTA LN, , AUSTIN , TX , 78739-2078 , USA , deanna@c2cmmedia.tv , 512-572-0222 , C2C Media specializes in concept to completion video production, animation & photography services. We connect your customers with your products & services through solid storytelling, beautiful cinematography, lights out editorial & exceptional animation.

1821797117700 , C3 PRODUCTIONS LLC , Alden Chiu , 2125 ANTIBES DR , , CARROLLTON , TX , 75006-4327 , USA , contact@cthreefilms.com , 432-230-9613 , C3 Films provides professional video and drone cinematography services with the latest technology, equipment, and expertise the industry has to offer. We handle all aspects of the video production process.
1812956102500 , CAM LIGHT ENTERPRISE, INC. , Carl White , P.O. BOX 1371, , CONROE , TX , 77305 , USA , camlightvideo@gmail.com , 936-520-0106 , We Provide Video Production for: Web Commercials, Profile Video, Product Demo, Seminars, Construction Site Video and Special Events. Photography Services: Head Shots and Special Events
1461844237100 , CANDOR PICTURES , Joseph Gbenjo , 1201 DULLES AVE,APT. 2305 , STAFFORD , TX , 77477-5725 , USA , Info@candorpictures.com , 832-306-3343 , Photography, Videography & Commercial Productions
1474975032000 , CANNONBALL PRODUCTIONS, INC. , Andrea Struble , 13006 STAGECOACH WAY, , MANCHACA , TX , 78652-4707 , USA , andrealstruble@gmail.com , 646-263-9788 , I produce advertising or commercial and promo production.
1462293400900 , CHRIS HOWELL COMMUNICATIONS, LLC , CHRIS HOWELL, SR , 2201 MAIN ST STE 835, , DALLAS , TX , 75201-4356 , USA , Chris@ChrisHowellOnline.com , 214-760-1531 , The principal lines of business for Chris Howell Communications are VIDEO PRODUCTION, MEDIA, BROADCASTING, DIGITAL MARKETING, VOICE NARRATION, and EMCEE SERVICES. The company is built on the expertise of our founder who's a veteran broadcast journalist.
1471782293700 , CKP COMMUNICATIONS GROUP LLC , Carey Kirkpatrick , 3302 CANAL STREET, , HOUSTON , TX , 77003-6223 , USA , carey@thekpgroup.com , 832-930-4065 , CKP is a Texas-based integrated communications agency serving clients through integrated strategic marketing, public relations, social media, content marketing, video, advertising and research.
1832154646900 , CREATIVE CANNON , DAVID MARTINEZ , 2201 CIVIC CIR STE 917, , AMARILLO , TX , 79109-1847 , USA , DAVID@CREATIVE-CANNON.COM , 806-236-9404 , Ad agency/marketing company specializing in video services. Capital campaigns, political campaigns, branding, graphic design, drone flyovers, web design, and social media services.
1824006796900 , CReed Global Enterprises LLC , Centrell Reed , 6363 RICHMOND AVE STE 350, , HOUSTON , TX , 77057-5953 , USA , info@creedglobalmedia.com , 713-892-5717 , A Media and Production company providing videography and distribution services to our clients. Also provide other media products as needed like websites, social media support, graphic design, etc.
1843715213700 , DARKLIGHT STUDIOS LLC , Managing Mbr/Christopher Burrell , 3709 LOVE STREET, , HOUSTON , TX , 77026 , USA , chris@darklighttx.com , 713-269-8136 , Provides the best quality possible in video production, photography, web & graphic design and visual effects. We utilize creative marketing solutions and eye catching visual representations of who you are as a business.
1474239806900 , DEBRA DAVIS PRODUCTIONS, LLC , DEBRA DAVIS , 1604 BRUSHY VIEW CV, , AUSTIN , TX , 78754-2011 , USA , DEBRADAVIS1001@GMAIL.COM , 512-589-5049 , Provide all phases of video production, content development, webcasting and live streaming.
1812653068100 , DISPATCH TREE MEDIA , Roy Austin , 11913 VOELKER REINHARDT WAY, , MANOR , TX , 78653-4103 , USA , roy@dispatchtree.com , 512-595-1193 , Dispatch Tree Media is a creative media production firm that provides video and audio design services thru content creations that connect with English and Spanish speaking audiences.

1455568045400 , DIVINE MERCY PRODUCTIONS (DM , DAVID MENDEZ , PRODUCTIONS),PO BOX 7373 , CORPUS CHRISTI , TX , 78467-7373 , USA , DMPRODUCTIONSTX@YAHOO.COM , 361-563-0096 , Multi-media company specializing in commercial video production, photography, graphic design, technical & creative writing, political campaign marketing and social media marketing.
1830515314200 , DUOS GLOBAL, LLC , Mgr/Sergio Alcantara , 4600 WEST I-40 SUITE 401, , AMARILLO , TX , 79106 , USA , Sergio@Duosglobal.com , 806-570-0921 , Advertising Agency, Media Placement, Media Buying, Outdoor Billboard, Advertising Services, Marketing Services, Promotional Events, Digital Advertising, Radio and TV Commercial Production, Radio and TV order placing and Marketing Research.
1141964798400 , ELEPSCOR COMMUNICATIONS, LLC , Annie Billings , 6825 MANHATTAN BLVD, STE 127, , FORT WORTH , TX , 76120-1219 , USA , abillings@elepsc.com , 817-239-4089 , consulting, training, technical support in broadcast media operations, engineering & audio/video production services. Serve commercial/non-commercial sector domestically & internationally.
1463211162200 , GENIUS HOUSE MEDIA, LLC , Partner/Colleen Fischer , 328 HEMPHILL ST, , FORT WORTH , TX , 76104-1130 , USA , colleen@geniushousemedia.com , 614-580-2438 , Video production services and digital marketing, which includes social media consulting and community management
1830949571300 , GRAVITY FILMS LLC , Vanessa McKellar , 3409 MCMILLAN DR, , TYLER , TX , 75701-8242 , USA , hello@gravityfilms.com , 903-630-3343 , video production - commercials, PSA's, instructional and training videos, event documentation, promo films, etc.
1451448778500 , HACK CREATIVE LLC , Dianna Colton , 4926 E CESAR CHAVEZ ST,SUITE B , AUSTIN , TX , 78702-4783 , USA , dianna@hack-studios.com , 512-614-1196 , Hack Studios is a full service video production company, animation and post house based out of Austin Texas. What Hack lacks in size, we gain in effic
1834094112100 , HARTFIELD CONSULTING LLC , Hartfield Consulting LLC , 9926 BALBOA ISLAND, , SAN ANTONIO , TX , 78245 , USA , hcvtveteranpost@gmail.com , 210-867-8392 , Media project delivery company specializing in video production, video editing, corporate photography and studio photography.
1461485505500 , HEARTFIRE MEDIA, LLC , Samantha Najera , 300 ARBOR PLACE,2ND FLOOR , SAN ANTONIO , TX , 78212-5108 , USA , sam@heartfiremedia.net , 210-467-8244 , Video production, WEB (i.e., internet) page design services, custom, Marketing consulting services, Public relations consulting services.
1270147095200 , Innovative Multimedia Group, LLC , Heather Chandler , 8627 Cinnamon Creek Drive, Suite 602, , San Antonio , TX , 78240-3392 , USA , heather@theimgstudio.com , 210-582-5316 , Motion picture and video production
1203123460700 , JOE D. NORMAN PRODUCTIONS , Owner / Joe Norman , 2503 AVALON DRIVE, , LEWISVILLE , TX , 75056 , USA , jnorm@mac.com , 214-766-6074 , FILM AND VIDEO PRODUCTION COMPANY
1223862726400 , Key Ideas, Inc. , Scott Meltzer , 1002 N Flores St, , San Antonio , TX , 78212-5138 , USA , carlos@keyideas.net , 210-601-4332 , Video production, Graphic design services, Marketing consulting services, Advertising agency consulting services, Storytellers, independent.
1742970775900 , LEARNABOUT MEDIA, INC. , MARY LEAHY , 6715 ABERDEEN AVE, , DALLAS , TX , 75230-5305 , USA , mdleahy@learnaboutmedia.com , 512-925-8210 , Full-service video production company in Dallas and Austin, TX. Specializing in documentary and educational media productions. 30 years professional media experience.
1742663202600 , MAYA HISPANIC COMMUNICATIONS, INC. , ALEJANDRO MAYA , 8627 CINNAMON CREEK, SUITE 501, , SAN ANTONIO , TX , 78240 , USA , alejandro@sprocketproductions.com , 210-342-6709 , VIDEO PRODUCTION - BROADCAST AND NON-BROADCAST, POST PRODUCTION EDITING.

1825416191400 , MISFIT COMMUNICATIONS , Pavi S Dinamani , 2130 BLUFFTON LN , , KATY , TX , 77450-6028 , USA , info@misfitcommunications.com , 832-727-5964 , We create video marketing campaigns in Texas to humanize entrepreneurs and small business owners. We create personal branding, employer branding for HR and explainer videos to build trust with audiences, expand networks, and convert more clients.
1264227393700 , MOHR CREATIVE , Debbie Mohr , 921 W 23RD ST , , HOUSTON , TX , 77008-1809 , USA , debbie@debbiemohrcreative.com , 713-870-7018 , Expert marketing communications services from concept to production and publication for all media, including print, audio, video and digital.
1473164979500 , MSTZO, LLC , Paul Chapman , 1017 N. MAIN AVE,SUITE 300 , SAN ANTONIO , TX , 78212 , USA , paul@culturalproductions.com , 210-570-9543 , marketing/communications services, including: Advertising & marketing consulting Web design Advertising services: outdoor,newspaper, radio, tv, web Production services: outdoor,newspaper, radio, tv, web Production of promotional products
1760469407900 , NEWMAN & NEWMAN, INC. , Kelli Newman/PRESIDENT , 15990 N. BARKERS LANDING ROAD, SUITE 115, , HOUSTON , TX , 77079-0000 , USA , info@newmanandnewmaninc.com , 281-589-0750 , Public Relations, Communications Plans & Messaging, video production, grant writing.
1822810671400 , NGUYEN CAPITAL HOLDINGS, LLC , Thach Nguyen , 2220 SAN JACINTO BLVD,SUITE 345 , DENTON , TX , 76205-7589 , USA , michael@produceresults.com , 877-750-2954 , ProduceResults.com is a creative agency offering website design, graphic design, direct mail, online advertising, social media, SEO, branding, copywriting, media buying, video production, marketing strategy, web development & mobile software development.
1202407614800 , PENGUIN SUITS, INC. , President/DEBRA R. BURROWS , 106 AUSTIN DR S , , BOERNE , TX , 78006-8900 , USA , debi@penguinsuits.com , 830-816-8238 , Marketing Department and Advertising Printing and design web design, logos, e commerce. writing and developing video and television commercial production and placement, as well as print placement
1822042611000 , PIXL PRODUCTIONS LLC , Michelynne R Mcneeley , PO BOX 833146, , RICHARDSON , TX , 75083-3146 , USA , mmcneeley@pixlproduction.com , 214-242-1508 , Video and Event Production Website Design and Development
1383761965200 , PRO FINISH PLUS, LLC , Ralph Mondy , PO BOX 7188, , TYLER , TX , 75711-7188 , USA , ProFinishPlus@gmail.com , 708-359-3489 , Videography, photography, post production, 3D pre-project finish, instructional video production, marketing videos
1800777939200 , PRODUCTIONHOUSE LLC , Brian Watkins , 2004 SHARON LN , , AUSTIN , TX , 78703-3034 , USA , brian@productionhouseaustin.com , 512-779-7977 , Media Production-video/audio
1832011168700 , PRSM PRODUCTIONS, LLC , Ryan Sarro , 27803 CAZADOR TRL , , SAN ANTONIO , TX , 78260-1845 , USA , ryan@prsmtv.com , 210-870-9507 , A full service video and photo production. We surround our client by a hand picked team to meet there media needs.
1320346739700 , PUBLIC ALLIANCE, LLC , Kenneth Mireles , 909 NE LOOP 410 STE 340, , SAN ANTONIO , TX , 78209-1315 , USA , info@public-alliance.com , 210-822-0513 , Full service advertising, marketing, and public relations services, incl. branding, graphic design, outdoor ads, SEO, SEM, social media, direct mail, photography/video, event marketing, media planning/buying, and public Involvement.
1464009019800 , PrettyWork Creative LLC , Lisa N. Alexander , PO Box 2663, , Cypress , TX , 77410-5714 , USA , lisa@prettyworkcreative.com , 832-877-1900 , PrettyWork Creative LLC, is a Houston-based agency specializing in video production, brand development, marketing strategies and consulting and design services.
1202734175400 , RED MEDIA GROUP, L.L.C. , Managing Partner Angela Hale , 106 E 6TH ST STE 900, , AUSTIN , TX , 78701-3665 , USA , angela@redmediagroup.com , 512-322-3965 , Public relations/marketing, multi-media video production, consulting/communications

1593790902400 , RMH MARKETING & MEDIA, LLC , Regay M. Hildreth , 1526 ANTOINE DR, , HOUSTON , TX , 77055-5102 , USA , regay@rmhmarketing.com , 713-458-1692 , Marketing & branding campaigns, media plans, website development, videography, SEO/SEM, & graphic design. We integrate strategic planning, creativity, & analytics to give balance to your campaign to captivate your customer & grow your business!

1814999479200 , ROXANNE'S VOICE , Roxanne Coyne , 1042 SHINNECOCK HILLS DR, , GEORGETOWN , TX , 78628 , USA , orion@roxannesvoice.com , 512-688-1287 , Audio and video production. English Spanish voiceover narration and telephony services

1770627308700 , SHINY OBJECT, INC. , Ron Pippin , 2504 BLUFFVIEW DR, , AUSTIN , TX , 78704-5825 , USA , ron@shiny.tv , 512-626-4325 , Film Production, Animation, Design, Film/ Video/ Audio Production, Creative Concept/ Copywriting, Music Production, Photography, Creative Services

1412079262800 , Small Pond Video Productions, Inc. , Silvana Rosero , 2217 CLAREBROOKE DR.,2217 CLAREBROOKE DR. , GRAND PRAIRIE , TX , 75050 , USA , silvana@lagunamg.com , 214-686-1092 , Motion Picture and Video Production, Audio Visual Support for Institutional Meetings, Marketing/Communications consulting, creative services Digital and Social Media Strategy

1811219668000 , TBD POST PRODUCTION, LLC , Brandon Thomas , 2815 MANOR RD,STE 202 , AUSTIN , TX , 78722-1717 , USA , brandon@tbdpost.com , 512-772-1552 , Post Production services for Advertising, Television and Film. Video editing, graphics, visual effects, color grading.

1463038495700 , THE DEPARTMENT , President-Exec. Producer / Byron Fitts , PO BOX 5200, , DALLAS , TX , 75208-9200 , USA , byron@thedepartmenttv.com , 214-446-5250 , We produce TV commercials and online advertisements and content. Advertising content for TV, digital, & social media for various brands - nationally & regionally.

1742312596600 , THE LASTER GROUP, INC. DBA CULTURESPAN , President / Nancy O. Laster , MARKETING,5407 N MESA ST., 2ND FLOOR , EL PASO , TX , 79912-5468 , USA , judy.peinado@culturespanmarketing.com , 915-581-7900 , CultureSpan Marketing is a full-service advertising agency with focus on Spanish-language advertising. Our in-house audio/visual prod studio ensures quality production of TV/radio spots and long-form videos in a condensed timeframe at substantial savings

1473058543800 , TIBURON TRANSMEDIA LLC , Sergio Carvajal-Leoni , 7801 N LAMAR BLVD,SUITE F36 , AUSTIN , TX , 78752-1016 , USA , Sergio@tiburon-transmedia.com , 737-202-4711 , We are a marketing and communications agency that specializes in Video production, photography, Graphic Design and Digital Storytelling including custom newsletters.

1460660937900 , TWICE MEDIA PRODUCTIONS LLC , Tiffany Williams , 1301 Texas Avenue, , HOUSTON , TX , 77002-3658 , USA , tiffany@twicemediaproductions.com , 832-390-0559 , Twice Media Productions, LLC, is a full-service, commercial video marketing and production company based in Houston, TX. We specialize in promotional

1742930655200 , X HORN PRODUCTIONS , Partner/DAVID REYES , 13428 ATHENS TRL, , AUSTIN , TX , 78729 , USA , reystown@att.net , 512-249-5844 , VIDEO PRODUCTION, EDITING & DVD AUTHORIZING/DUPLICATION. SPECIALIZING IN MKTG VIDEOS AND EVENT VIDEOGRAPHY

915-96 *Web Page Design, Management and Maintenance Services

1462809743900 , 2800 GAH, LLC , Anthony Hernandez , 103 E HUISACHE AVE, , SAN ANTONIO , TX , 78212-2940 , USA , gah1114@icloud.com , 210-347-4128 , Radio, Television, Print, Web, Media, Digital & Corporate Video production, including Project Management.

1471035615600 , AEAGLE DESIGN LLC , Manager/Trushal , 8450 CAMBRIDGE APR 2173, , HOUSTON , TX , 77054 , USA , trushal6718@gmail.com , 281-323-5980 , Website Design & Graphic.

1753253866100 , ALEXACOM, LLC DBA EXPERT WSI EMARKETING , James R Alexander , 19914 KELLICREEK DR , KATY , TX , 77450-5212 , USA , jralexander@expertwsiemarketing.com , 713-338-3488 , Digital & Web Marketing including consulting, website development, SEO, Paid Search (PPC, Display & Re-marketing), Apps, Email Marketing, Social Media Marketing, Photography, Video Marketing, Voice Search, Hosting, Domains, and Site Maintenance
1752196632900 , ALPHONSO SOLOMON AND COMPANY, INC. , Alphonso Solomon , 610 UPTOWN BLVD STE 4300, CEDAR HILL , TX , 75104-3534 , USA , asolomon@ascmgtconsultants.com , 469-523-1394 , Accounting, Bookkeeping, Business Development, Marketing, Consulting and Recovery Audit Contractor for identifying overpayments, Health Care Provider Bill Review Services, IT Services, Web Development/Graphic Design Services and audio visual services.
1814851870900 , ATX WEB DESIGNS LLC , Daniel Griggs , 11801 DOMAIN BLVD 3RD FLOOR, , AUSTIN , TX , 78758 , USA , daniel@atxwebdesigns.com , 512-994-0191 , ATX Web Designs is a full size web agency focusing on website design, web development, mobile app development, website maintenance, search engine optimization, and website content management.
1460637877700 , AUXILIARY MARKETING SERVICES , Gretchen Roufs , 1150 N LOOP 1604 W,SUITE 108-209 , SAN ANTONIO , TX , 78248-4503 , USA , gretchen@gretchenroufs.com , 210-601-4572 , Woman-owned DBE/HUB offering public relations, public involvement, marketing, communications, design, crisis communications, technical and speech writing, copywriting, editing, messaging, website copy, social media, media relations, reports, brochures.
1900632853800 , BIG HIT PRODUCTIONS, INC. , Owner/Glenn Bradley , PO BOX 851952, , MESQUITE , TX , 75185-1952 , USA , info@bighitcreative.com , 972-850-7312 , Big Hit Creative Group,Creative/Graphic Design, Website Design, video production, explainer videos, Digital/SEO/PPC, Advertising,Logo, Branding, Print Materials, screen print, embroidery, apparel, Promotional Items, Package Design, trade show setup
1270851642700 , BLONDE CREATIVE LLC , Louis Cardenas , 2500 MCCULLOUGH AVE, , SAN ANTONIO , TX , 78212-3508 , USA , louis@blondecreative.com , 210-527-1234 , Advertising Design, Corporate Identity, Web Site Design, Photography, Print, Out of Home, Graphic Design, Social Media, 360* (virtual reality) Photography
1274421305400 , BLU27 GROUP, LLC , Caesar Vielmas , 5020 NOLDA STREET, , HOUSTON , TX , 77007 , USA , caesar@blu27.com , 832-293-9907 , Blu27 is a Mobile/Web Design, Development and Technology Integration services firm. We are experienced in Mobile and Front-end systems integration to existing or new back-end platforms. We focus on User Experience Centered Architecture and Design.
1454711397800 , BLUEROCK MARKETING, L.L.C. , Alice Cantu , 6604 GLADE DR , ARLINGTON , TX , 76001-5808 , USA , alice@bluerockmarketing.net , 817-375-5060 , BlueRock Marketing is a group of experienced advertising and design professionals each with 20+ years experience in: Marketing Strategy/Research, Account Service, Graphic Design, Public Relations, Media Services, Web Development, and Events/Promotions.
1742990362200 , BOA VISTA, L.L.C. , CEO/Kristin Johansen-Berg , PO BOX 9464, , AUSTIN , TX , 78766-9464 , USA , kristin@artsandlabor.co , 512-374-0000 , We're a creative content company specializing in media ranging from network television content to graphic and web design. Clients range from NBC News to Dell.
1760290171600 , BQR ADVERTISING AND PUBLIC RELATIONS, IN , Vicki A. Roy , 2500 TANGLEWILDE ST STE 105, , HOUSTON , TX , 77063-2123 , USA , vickir@bqradvertising.com , 713-952-7100 , Full-service advertising, public relations and event planning firm. Advertising in all traditional and digital media; graphic design; Web design and programming; social media, search engine optimization; Hispanic marketing and international advertising

1742646897500 , BRIGHTLEAF GROUP, INC. , Jane Scott , 7000 NORTH MOPAC EXPWY,SUITE 200 , AUSTIN , TX , 78731 , USA , jane.scott@brightleafgroup.com , 512-795-8900 , A one-stop shop for communication services: website design/development; UX; Drupal/Craft/Joomla/other CMS; accessibility; technical & marketing writing/editing; graphic design; video; instructional design; training; eLearning; publishing; strategy
1742983634300 , CD STUDIO, INC. , Terri Gaines , 118 BROADWAY, SUITE 528, , SAN ANTONIO , TX , 78205 , USA , terri@thinkcausality.com , 210-545-3415 , Graphic design services, WEB (i.e., internet) page design services, custom, Marketing consulting services, Advertising agencies, Public relations agen
1204078903900 , CENTEX TECHNOLOGIES , Abdul B. Subhani , 501 N 4TH ST, , KILLEEN , TX , 76541-4865 , USA , asubhani@centextech.com , 254-213-4740 , IT support, repair, install, training, hardware/software provider, website design, SEO. DIR-TSO-3816 (sub under US Computers, Inc.) DIR-TSO-3918 (sub under Satellite and Wireless Solutions, LLC) DIR-TSO-3572 (sub under Rose International, Inc.)
1832458738700 , CODESMEN LLC , Tyler Moyer , PO BOX 1426, , AUSTIN , TX , 78767-1426 , USA , Tyler@Codesmen.com , 253-225-0746 , Technology Development, Web Development, App Development and Web Design
1832154646900 , CREATIVE CANNON , DAVID MARTINEZ , 2201 CIVIC CIR STE 917, , AMARILLO , TX , 79109-1847 , USA , DAVID@CREATIVE-CANNON.COM , 806-236-9404 , Ad agency/marketing company specializing in video services. Capital campaigns, political campaigns, branding, graphic design, drone flyovers, web design, and social media services.
1455357317200 , CREATIVE PARC, LLC , Megan Valdez , 9910 HUEBNER RD,SUITE 222 , SAN ANTONIO , TX , 78240-1342 , USA , meet@creativeparc.com , 210-908-7272 , We are a graphic design studio that has the capability to create logos, websites, print collateral, and other creative marketing services.
1824006796900 , CReed Global Enterprises LLC , Centrell Reed , 6363 RICHMOND AVE STE 350, , HOUSTON , TX , 77057-5953 , USA , info@creedglobalmedia.com , 713-892-5717 , A Media and Production company providing videography and distribution services to our clients. Also provide other media products as needed like websites, social media support, graphic design, etc.
1843715213700 , DARKLIGHT STUDIOS LLC , Managing Mbr/Christopher Burrell , 3709 LOVE STREET, , HOUSTON , TX , 77026 , USA , chris@darklighttx.com , 713-269-8136 , Provides the best quality possible in video production, photography, web & graphic design and visual effects. We utilize creative marketing solutions and eye catching visual representations of who you are as a business.
1474239806900 , DEBRA DAVIS PRODUCTIONS, LLC , DEBRA DAVIS , 1604 BRUSHY VIEW CV, , AUSTIN , TX , 78754-2011 , USA , DEBRADAVIS1001@GMAIL.COM , 512-589-5049 , Provide all phases of video production, content development, webcasting and live streaming.
1208739478400 , DESIGN PLUS , Owner/Jennifer Lynn Lee , 1024 COUNTY ROAD 3112, , JACKSONVILLE , TX , 75766-0088 , USA , jen@designpluspromos.com , 903-589-1187 , Development of Original Logo, Print and Web Designs. Catalogs, Brochures, Envelopes, Letterheads, etc.
1843554491300 , ELEVAT8 DIGITAL, LLC , Joshlyn Ross , 70 E BRIAR HOLLOW LN APT 235, , HOUSTON , TX , 77027-2969 , USA , jross@elevat8digital.com , 510-469-8963 , Elevat8 Digital, LLC is a marketing agency that helps mission-driven organizations to improve their online visibility and profitability. Services include social media, website development, SEO, content marketing and more.

1752738048300 , ENCORE MULTIMEDIA, INC. , BRENDA WASKOWIAK , PO BOX 3812, , LONGVIEW , TX , 75606-3812 , USA , BRENDA@ENCOREMULTIMEDIA.COM , 903-757-6111 , Encore Multimedia is a full service, customer and results oriented media company offering advertising and marketing services, video/dvd production, design/placement of print media, website design/development, flash animation and much more.

1742788522700 , ESD, LIMITED , Christine Kleha , PO BOX 780545, , SAN ANTONIO , TX , 78278 , USA , christy@esdandassociates.com , 210-348-8008 , esd & associates, San Antonio's leading digital creative agency, provides a full spectrum of advertising, design, public relations/social media and complete web development services.

1770710996700 , FIRECAT STUDIO, LLC , CEO / Susan Price , 6132 STIRRUP LN, , SAN ANTONIO , TX , 78240-3242 , USA , susan@firecatstudio.com , 210-872-0445 , Digital strategies and solutions. Build and support WordPress, Joomla, Drupal and other CMS-based sites. Web, responsive mobile and apps, social media, usability, Section 508/WCAG accessibility, content management systems, blogging, e-commerce & more.

1263964798600 , FLATWAREMEDIA DESIGNS , Partner/Nikki Smith , 85 WOODCREEK DR, , WIMBERLEY , TX , 78676-3335 , USA , hub@flatwaremedia.com , 512-920-0008 , Web design, eCommerce, SEO/search engine optimization, social media, expert systems, custom computer programming, Internet consulting, web marketing, software development, mobile websites. Nikki Smith is also an award-winning digital & fine artist.

1813514311500 , FULL OF GRACE MARKETING, LLC , Sarah Douglas , 14910 EAGLE RUN, , SAN ANTONIO , TX , 78233-7110 , USA , sdouglas@fullofgracemarketing.com , 210-885-1331 , Social Media Management, Facebook Advertising Website development, Google Advertising, Website Hosting

1743024249900 , HBMG, INC. , CEO / Manuel Zarate , 2800 E. WHITESTONE BLVD STE 120 # 224, , CEDAR PARK , TX , 78613 , USA , mzarate@hbmginco.com , 512-459-2613 , Document Control & I.T. Services including software development, web design, cyber security

1461485505500 , HEARTFIRE MEDIA, LLC , Samantha Najera , 300 ARBOR PLACE,2ND FLOOR , SAN ANTONIO , TX , 78212-5108 , USA , sam@heartfiremedia.net , 210-467-8244 , Video production, WEB (i.e., internet) page design services, custom, Marketing consulting services, Public relations consulting services.

1834637117400 , HOOPLA , Monique Rivera , 1482 FOSHEE CT, , ALVIN , TX , 77511-3086 , USA , mn_rivera@yahoo.com , 832-563-2328 , Hoopla offers Graphic Design solutions including marketing materials, website design, promo items, as well as event planning, decor and candy/treat buffet.

1473517658900 , Hire For Website, LLC , Chris Trinidad , 7 Mayborough Ln, , San Antonio , TX , 78257-1946 , USA , chris@hireforwebsite.com , 210-912-3370 , Digital printing (e.g., billboards, other large format graphic materials, high resolution) (except books), Internet Publishing and Broadcasting and Web Search Portals, Graphic Design Services and WEB (i.e., internet) page design services,

1743105270700 , IMAGINA COMMUNICATIONS , Jose Monterroso , 8502 HAZEN STREET, , HOUSTON , TX , 77036 , USA , jose@imaginacomunications.com , 713-952-7100 , Advertising, Public Relations and Marketing Research with emphasis in Hispanic market and marketing services for web and social media platforms

1030563489000 , JANKEDESIGN INC , Kamela Janke , 4920 TIGER LILY WAY, , AUSTIN , TX , 78739-1430 , USA , KJANKE@JANKEDESIGN.COM , 512-329-8343 , We create branding experiences that connect people, places & products. Services include: signage & wayfinding; donor recognition; themed graphics; interactive display design; brand development; marketing communications & website strategy & design.

1680671125100 , JODesign, LLC , Jennifer Henderson , 440 S. MAIN STREET, , FORT WORTH , TX , 76104-2400 , USA , jennifer@jodesign.com , 817-335-0100 , Integrated marketing, strategic marketing, social media campaigns, advertising campaigns, design, illustration, web site design, web site programming,

1300370966700 , KJHCONSULTANT SERVICES , Karla J. Horn , 10333 NORTHWEST FREEWAY, SUITE 101, , HOUSTON , TX , 77092-4144 , USA , kjh@kjhconsultant.com , 832-881-0956 , Graphic Designs, Website Development, Printing Services, Screen Printing, Embroidery (Including Uniforms), and Computer Graphics Design & Promotional
1824734760400 , KNSO, LLC , Justin Nguyen , 4209 WATSON ST, , HOUSTON , TX , 77009-5050 , USA , justin@knsostudio.com , 832-691-1483 , Visual design services, including graphic design for print and web
1261583682700 , KOMET MARKETING COMMUNICATIONS, INC. , Leslie Ausburn , 1927 CAMBRIA, , SAN ANTONIO , TX , 78258-4581 , USA , leslie@kometcommunications.com , 210-326-8992 , Komet is a full-service PR/Marketing Firm offering Public Relations,Crisis Communications, Graphic design Social Media mgmt, Website development and Digital Advertising
1760641359300 , LANGUAGEUSA, INC. , Kimberly K Gray , 3267 BEE CAVES ROAD, STE. 107-246, , AUSTIN , TX , 78746 , USA , sendto@languageusa.com , 713-783-3800 , Foreign Language Translation: hard copy/digital documents, websites, Interpretation: face-to-face, simultaneous, video remote (VRI). Voice-overs and recordings. Desktop publishing. Editing. Proofing. Medical,legal,business,technical,education,elections
1203350241500 , LAURA RAUN PUBLIC RELATIONS , Pres./LAURA RAUN CARROLL , 206 FLETCHER ST, , AUSTIN , TX , 78704-5129 , USA , LAURA@RAUNPR.COM , 512-583-0929 , WRITING, EDITING; PUBLIC OUTREACH; STAKEHOLDER INPUT; MEETING FACILITATION; EVENT PLANNING; WEBSITE DEVELOPMENT AND MAINTENANCE; MEDIA AND PRESENTATION TRAINING
1752260462200 , LOPEZ PR AND MARKETING GROUP, INC. , President / Jose L. Lopez , 2150 TRAWOOD, BLDG A, STE 262, , EL PASO , TX , 79935 , USA , jllopez1@lopezgroup.com , 915-772-8018 , HISPANIC ADVERTISING PROMOTIONS, MEDIA PLACEMENT, ARTWORK AND GRAPHICS, WEB PAGE DESIGN, RADIO AND TELEVISION PRODUCTION, OUTDOOR DESIGN, PUBLIC RELAT
1205026269500 , MATTHEWS CREATIVE GROUP , Avery Matthews , 2201 ROCKBROOK DR #925, , LEWISVILLE , TX , 75067-3830 , USA , avery@mathewscreative.group , 972-559-4883 , MCG provides clients with design services that include branding, marketing, apparel, website design, maintenance, social media management and design consulting.
1742768479400 , MICROASSIST INC , COO/Donald Twining , 8500 SHOAL CREEK BLVD,SUITE 4-225 , AUSTIN , TX , 78757-7591 , USA , DTWINING@MICROASSIST.COM , 512-794-8440 , Classroom Training, E-Learning, Integration & Web Development
1824352348900 , MIND YOUR BUSINESS LLC , Tisha Holman , 1506 PIEDMONT DRIVE, , MANSFIELD , TX , 76063 , USA , tholman@mindyourbizllc.com , 972-900-9040 , Digital Marketing services: Website Design/Development, Social Media Management, Email Marketing Management, Mobile Application Development Training: Digital Strategy, Social Media, Branding
1204668386300 , MOON GLEAM LLC DBA CAFFEINE INTERACTIVE , Sharon DeVries , 505 BENDING OAK DR, , DRIPPING SPRINGS , TX , 78620-3904 , USA , info@caffeineinteractive.com , 855-560-6286 , Software development/Web design/Office automation/Applications
1752947688300 , MPD VENTURES COMPANY , Melissa Paige Dawson , 3300 OAK LAWN AVENUE,SUITE 412 , DALLAS , TX , 75219 , USA , paige@mpdventures.com , 214-744-6188 , MPD Ventures team includes seasoned professionals in the fields of marketing strategy, web and print design, public relations, copywriting and busines
1273738334400 , My Sister Fred LLC , Claudine Moreno Lorme , 3401 Blumie St,Bldg 1 , Austin , TX , 78745-6748 , USA , claudine@mysisterfred.com , 773-401-5991 , Advertising, design, strategy, creative, web, digital, print, broadcast, production.

1843027705500 , NAW CONSULTING LLC , Nicole Williams , 2336 BASTROP ST , , HOUSTON , TX , 77004-1402 , USA , nawilliams29@sbcglobal.net , 281-851-0189 , Staffing Agency
1844707214300 , NCO KNOWLEDGE LLC , Larry Lopez , PO BOX 312623 , , NEW BRAUNFELS , TX , 78131-3100 , USA , ncowebsites@outlook.com , 830-200-6137 , Develop Websites, Program Websites, Social Media Marketing
1203119411600 , NET INGENUITY , President / Karen R Kreps , 1741 SPYGLASS DRIVE #229 , , AUSTIN , TX , 78746 , USA , karenkreps@netingenuity.com , 512-328-4456 , CONTENT DEVELOPMENT & PRODUCTION OF WEB SITES & COMPUTER BASED TRAINING
1822810671400 , NGUYEN CAPITAL HOLDINGS, LLC , Thach Nguyen , 2220 SAN JACINTO BLVD,SUITE 345 , DENTON , TX , 76205-7589 , USA , michael@producerresults.com , 877-750-2954 , ProduceResults.com is a creative agency offering website design, graphic design, direct mail, online advertising, social media, SEO, branding, copywriting, media buying, video production, marketing strategy, web development & mobile software development.
1850520478600 , OM IT SERVICES LLC , Fran Swanson , 4213 AUBURN DR , , KILLEEN , TX , 76549-5096 , USA , franswanson831@gmail.com , 254-366-9237 , Web page design Management and Maintenance Services.
1463684768400 , ONE PYTCHBLACK, LLC , Andre Yanez , 500 W 7TH ST STE 1720 , , FORT WORTH , TX , 76102-4739 , USA , aryanez@pytchblack.com , 817-570-0915 , We are an advertising agency that specializes in trademark/logo design, website design, media buying, social media advertising, and product design.
1202407614800 , PENGUIN SUITS, INC. , President/DEBRA R. BURROWS , 106 AUSTIN DR S , , BOERNE , TX , 78006-8900 , USA , debi@penguinsuits.com , 830-816-8238 , Marketing Department and Advertising Printing and design web design, logos, e commerce. writing and developing video and television commercial production and placement, as well as print placement
1822042611000 , PIXL PRODUCTIONS LLC , Michelynne R Mcneeley , PO BOX 833146 , , RICHARDSON , TX , 75083-3146 , USA , mmcneeley@pixlproduction.com , 214-242-1508 , Video and Event Production Website Design and Development
1843147671400 , PREMIER DIGITAL DESIGN LLC , Manager / Nolvia Ramos , 8523 SPEEDWAY DR , , SAN ANTONIO , TX , 78230-5330 , USA , sales@premierdigitaldesigns.com , 210-774-5456 , Web Design, SEO, Digital Media, Software Development
1800168808600 , PRESLEY DESIGN STUDIO, L.C. , Pres./Heather Presley , 109 WATER ST , , BELTON , TX , 76513-3226 , USA , heather@presleydesignstudio.com , 254-933-8211 , Presley Design Studio provides award-winning advertising solutions. From government entities to Fortune 500 companies, we deliver industry-positioning strategies for marketing, advertising, web development, communications and graphic design.
1205213717600 , Penwick Realtime Systems, Inc. , President George Thomas , 14131 BECKET WOODS , , SUGAR LAND , TX , 77478-6227 , USA , gthomas@penwick.com , 832-279-3061 , Information Technology Staffing and Consulting, IT Project Management, Custom Software Development, Systems Integration and ERP Services,Web design and development. IT Service Management cloud Software solution.Socmis.com
1593790902400 , RMH MARKETING & MEDIA, LLC , Regay M. Hildreth , 1526 ANTOINE DR , , HOUSTON , TX , 77055-5102 , USA , regay@rmhmarketing.com , 713-458-1692 , Marketing & branding campaigns, media plans, website development, videography, SEO/SEM, & graphic design. We integrate strategic planning, creativity, & analytics to give balance to your campaign to captivate your customer & grow your business!
1208392370100 , SATORI MARKETING, LLC , Marche' L. Warfield , 448 W 19TH ST,#735 , HOUSTON , TX , 77008-3914 , USA , marche@satorimarketing.net , 713-680-2274 , Communications, Public Information, Website Design, Graphic Design, Public Relations, Photography, Social Media, Brochures

1203679651900 , SHAILA M ABDULLAH , SHAILA ABDULLAH , 10512 IVALENES HOPE DR , , AUSTIN , TX , 78717-4143 , USA , info@myhouseofdesign.com , 512-924-7674 , Full service woman and minority-owned graphic, web, and multimedia design and marketing company. Award winning, EDWOSB, State certified DBE, Texas HUB, MBE/WBE. 24 years of experience in the industry.
1461178059500 , SIMS SOLUTIONS , Melissa Sims , 5200 WILLOW CHASE DR , , BURLESON , TX , 76028-3095 , USA , melissa@simssolutions.com , 817-343-1400 , Custom Web Design, Domain Registrar, Host provider, Graphic Design
1853382686500 , SQUIRES & CO. BRANDING AGENCY, , Jamie Lucas , 800 E CAMPBELL RD STE 134, , RICHARDSON , TX , 75081-1841 , USA , jamie@squirescompany.com , 214-939-9194 , Branding agency specializing in branding, marketing collateral, web design and development, exhibit design, presentations and annual and sustainability reports.
1260234444700 , STRATISTRY , Angie Yarbrough , 400 N ERVAY ST #130625, , DALLAS , TX , 75313-0625 , USA , ayarbrough@stratistry.com , 214-912-8716 , An integrated marketing and communications firm providing advertising, brand/digital strategy, PR, web development, search & social media
1203132635300 , SUE ELLEN JACKSON MARKETING & , OWNER/SUE ELLEN JACKSON , 8827 SILVERARROW CIR, , AUSTIN , TX , 78759-7413 , USA , sue.ellen.jackson1@gmail.com , 512-925-5259 , Marketing/public relations, advertising, websites, media relations, marketing research, writing/editing, project management, social media, public engagement, proposal development
1852792159900 , SYFER DESIGN LLC , Andy Kim , 4020 CASCADE SKY DR , , ARLINGTON , TX , 76005-1100 , USA , info@syferdesign.com , 469-396-5250 , Design services - graphic design, environmental design, signage design, logo design, website design, package design, branding
1742297338200 , Sherry Matthews, Inc. , Wardaleen Belvin , 200 S CONGRESS AVE, , AUSTIN , TX , 78704-1219 , USA , wbelvin@sherrymatthews.com , 512-837-8113 , Full-service advertising agency specializing in social/advocacy marketing, media placement, public relations, creative services for TV, radio, print, outdoor/transit, web, Internet marketing, research, printing, etc.
1841752542700 , TEXAN DIGITAL, LLC , Renee Irion , 700 LAVACA ST,SUITE 1401 , AUSTIN , TX , 78701-3101 , USA , contact@texandigital.com , 512-436-0399 , Digital business, marketing and technology consulting and services, including: strategy, project management, website, app, content, social, email, digital product, ecommerce and related digital technology.
1742387134600 , TEXAS CREATIVE , Jamie Allen , 334 N PARK DR , , SAN ANTONIO , TX , 78216-2725 , USA , jamie@texascreative.com , 210-828-8003 , A fulliservice, advertising/communications agency. A GSA contract & Texas DIR. Over 35 years:advertising, graphic design, website design, event planning, media buying, digital,media production, social media, public awareness campaigns.
1821901452100 , THE ALLEN MANAGEMENT GROUP, LLC , The Allen Management Group , 7220 RAZORS EDGE DR , , AUSTIN , TX , 78744-3308 , USA , derrick@theallenmanagementgroup.com , 512-827-9092 , IT Consulting, Project Management, Program Management, Human Resources Consulting, Database Management, Resource Management, IT Staff Augmentation, Website Development, Release Management, Computer Hardware/Software, Cyber Security, Quality Assurance
1263407235400 , THE MOODY FIRM LLC , Layla Moody , 5730 GENOA SPRINGS LN , , SUGAR LAND , TX , 77479-4917 , USA , laylaemoody@gmail.com , 281-902-2857 , full service Digital Marketing and Consulting Firm everything from graphic and logo design, Custom Software Development, Websites & Databases, Online Training Courses, Interactive Presentations , Internet Applications

1474211130600 , THE VOICE SOCIETY, LLC , Maria Tapias , 24285 KATY FWY,SUITE 300 , KATY , TX , 77494-1327 , USA , maria@thevoicesociety.com , 346-387-7136 , Bilingual, full-service marketing and advertising firm. Our services include: strategic planning, traditional advertising (TV, radio, print), digital, SEM/SEO, social media management, web design and production. We are MBE and SBE certified.

1263034772700 , TOO GOOD STRATEGY , Tiffany Galligan , 7200 MESA DR, , AUSTIN , TX , 78731-2104 , USA , tiffany@toogoodstrategy.com , 512-731-4998 , Too Good Strategy is a digital agency focused on providing web, mobile, and marketing solutions for the social sector.

1611671326000 , TREW GROUP, INC. , Wendy Covey , 4301 W WILLIAM CANNON DR,SUITE B 150 #238 , AUSTIN , TX , 78749-1473 , USA , info@trewmarketing.com , 512-410-7337 , AT TREW Marketing we collaborate with you to translate your business goals into effective marketing strategy and campaigns. Our speciality areas include marketing strategy, public relations, web/emarketing, events, and message development.

1851201149700 , TRU INSIGHT MEDIA LLC , Joseph W. Russell , 6122 GREY OAKS DR, , HOUSTON , TX , 77050-3618 , USA , joseph@truinsightmedia.com , 281-631-5353 , Marketing, Communications, Research, Product and Business Development, Digital Marketing, Web Applications and Design, Printing Services, Direct Mail, Business and Sales software services, and Business Education.

1822223305000 , The Social Being LLC , Veronica Morales , 7400 Blanco Rd,Suite 128 , San Antonio , TX , 78216-3541 , USA , info@thesocialbeing.com , 210-901-8221 , Internet Publishing and Broadcasting and Web Search Portals, Graphic design services, WEB (i.e., internet) page design services, custom, Marketing consulting services, Advertising agencies, Advertising agency consulting services, Public relations consult

1742882434000 , WEB-HED TECHNOLOGIES, INC. , Janie Gonzalez , 1710 N MAIN AVE, , SAN ANTONIO , TX , 78212-3938 , USA , Contracts@webheadtech.com , 210-354-1661 , Web Development, Business Level Hosting, Maintenance to Database Integration

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1753253866100 , ALEXACOM, LLC DBA EXPERT WSI EMARKETING , James R Alexander , 19914 KELLICREEK DR, , KATY , TX , 77450-5212 , USA , jralexander@expertwsiemarketing.com , 713-338-3488 , Digital & Web Marketing including consulting, website development, SEO, Paid Search (PPC, Display & Re-marketing), Apps, Email Marketing, Social Media Marketing, Photography, Video Marketing, Voice Search, Hosting, Domains, and Site Maintenance

1263581312900 , B A S Media , Ameerah Saine , 3200 Parkwood Boulevard,Suite 711 , Plano , TX , 75093-5210 , USA , ameerah@brunchandslay.com , 713-702-9525 , Marketing, Sales, Social Media Management and Event production agency. We create a one stop shop for businesses.

1760290171600 , BQR ADVERTISING AND PUBLIC RELATIONS, IN , Vicki A. Roy , 2500 TANGLEWILDE ST STE 105, , HOUSTON , TX , 77063-2123 , USA , vickir@bqradvertising.com , 713-952-7100 , Full-service advertising, public relations and event planning firm. Advertising in all traditional and digital media; graphic design; Web design and programming; social media, search engine optimization; Hispanic marketing and international advertising

1823543083400 , BRITESPHERE, LLC , Chuka Okonkwo , 4909 HAVERWOOD LN,1410 , DALLAS , TX , 75287-4432 , USA , info@britesphere.com , 214-694-6272 , Provides DIGITAL MARKETING including digital advertising website design social media marketing

1760468464100 , Gilbreath Communications, Inc. , Audrey Gilbreath , 15995 N. Barkers Landing, Ste. 100, , Houston , TX , 77079-8449 , USA , audrey@gilbcomm.com , 281-649-9595 , Our expertise in strategy, integrated marketing and communications, digital/social media, advertising and creative services has proven success. Our campaigns, experiential marketing, graphic design and brand identity work have provided results.

1471210527000 , HAUTE IN TEXAS, LLC , Aquila Brooke Mendez-Valdez , 24938 CLOUDY CRK , SAN ANTONIO , TX , 78255-9520 , USA , aquila@hauteintexas.com , 210-606-5251 , Social networking sites, Internet, Marketing consulting services, Public relations agencies
1760737522100 , HUMAN AGE DIGITAL , Benjamin Hernandez , 2700 POST OAK BLVD,21ST FLOOR , HOUSTON , TX , 77056-5784 , USA , vendor@humanagedigital.com , 713-529-2120 , Marketing Services, Digital Advertising (Display and Search), Social Media Advertising (Including Facebook, Google Ads, Instagram, Twitter, TikTok, and YouTube, Social Media Management Services. Website design and Marketing Consulting.
1832076909600 , KALU DEVELOPMENT LLC , Khadijah Aleem , PO BOX 170865, , AUSTIN , TX , 78717-0036 , USA , kaludevelopment@gmail.com , 205-253-7323 , Social Media Marketing & Management Agency in Austin, Texas. We service nonprofits, government agencies, and private companies.
1760310295900 , LOPEZ NEGRETE COMMUNICATIONS, INC. , Alex Lopez Negrete , 3336 RICHMOND AVE,SUITE 200 , HOUSTON , TX , 77098-3017 , USA , alex@lopeznegrete.com , 713-877-8777 , Strategic planning, research and consumer insights, media planning and buying, creative, brand strategy, digital/social/mobile marketing services, public relations, promotions, and much more.
1824352348900 , MIND YOUR BUSINESS LLC , Tisha Holman , 1506 PIEDMONT DRIVE, , MANSFIELD , TX , 76063 , USA , tholman@mindyourbizllc.com , 972-900-9040 , Digital Marketing services: Website Design/Development, Social Media Management, Email Marketing Management, Mobile Application Development Training: Digital Strategy, Social Media, Branding
1208392370100 , SATORI MARKETING, LLC , Marche' L. Warfield , 448 W 19TH ST,#735 , HOUSTON , TX , 77008-3914 , USA , marche@satorimarketing.net , 713-680-2274 , Communications, Public Information, Website Design, Graphic Design, Public Relations, Photography, Social Media, Brochures
1260234444700 , STRATISTRY , Angie Yarbrough , 400 N ERVAY ST #130625, , DALLAS , TX , 75313-0625 , USA , ayarbrough@stratistry.com , 214-912-8716 , An integrated marketing and communications firm providing advertising, brand/digital strategy, PR, web development, search & social media
1412079262800 , Small Pond Video Productions, Inc. , Silvana Rosero , 2217 CLAREBROOKE DR.,2217 CLAREBROOKE DR. , GRAND PRAIRIE , TX , 75050 , USA , silvana@lagunamg.com , 214-686-1092 , Motion Picture and Video Production, Audio Visual Support for Institutional Meetings, Marketing/Communications consulting, creative services Digital and Social Media Strategy
961-53 *Marketing Service, Including Distribution, Public Opinion Surveys, Research, Sales Promotions, etc.
1814501669900 , 1797 CREATIVE LLC , Tommy Richards , 311 W MISTLETOE AVE, , SAN ANTONIO , TX , 78212-3488 , USA , sandra.richards@1797creative.com , 210-822-2224 , 1797 Creative is a full service advertising/marketing firm providing graphic design, marketing research, media planning, buying, public relations
1753253866100 , ALEXACOM, LLC DBA EXPERT WSI EMARKETING , James R Alexander , 19914 KELLICREEK DR, , KATY , TX , 77450-5212 , USA , jralexander@expertwsiemarketing.com , 713-338-3488 , Digital & Web Marketing including consulting, website development, SEO, Paid Search (PPC, Display & Re-marketing), Apps, Email Marketing, Social Media Marketing, Photography, Video Marketing, Voice Search, Hosting, Domains, and Site Maintenance
1263863247600 , AMAEZING, LLC , Mary Alice Escobar , 215 N CENTER,201 , SAN ANTONIO , TX , 78202-2717 , USA , amaezing2004@msn.com , 210-377-0033 , Marketing, Special Events, Public Relations, Media Buying, Consulting, Strategic Planning, Direct Mail, Translation and Convention Services
1851403301000 , AOK BRAND CONSULTING , Ayo Kuyinu , 13932 NAPLES PARK CT, , PEARLAND , TX , 77584-3980 , USA , ayo@consultaok.com , 908-334-9162 , Branding and Marketing Agency

1843994044800 , ARCNET NOTARY MARKETING & BUSINESS , Managing Director/Angela R. Carter , SOLUTIONS, LLC,2925 GULF FWY SO., STE. B262 , LEAGUE CITY , TX , 77573 , USA , angelarc54@gmail.com , 409-443-7483 , Notary Services, Marketing & Business Solutions.
1460637877700 , AUXILIARY MARKETING SERVICES , Gretchen Roufs , 1150 N LOOP 1604 W,SUITE 108-209 , SAN ANTONIO , TX , 78248-4503 , USA , gretchen@gretchenroufs.com , 210-601-4572 , Woman-owned DBE/HUB offering public relations, public involvement, marketing, communications, design, crisis communications, technical and speech writing, copywriting, editing, messaging, website copy, social media, media relations, reports, brochures.
1900734802200 , BARRACUDA PUBLIC RELATIONS, LLC , Owner-Marina Monsivais , 2209 PITTSBURG AVE, , EL PASO , TX , 79930-1121 , USA , marina@barracudapr.com , 915-861-0446 , Barracuda CCE specializes in developing public relations, strategic communications, marketing, copywriting, social media management and event coordination for companies based in El Paso, TX.
1260366856200 , BRANDING WORKS LTD. , President-Vice President / Ann Brownlee , 999 E BASSE RD STE 180 #402, , SAN ANTONIO , TX , 78209-1801 , USA , ann@brandingworksltd.com , 210-827-2501 , Promotional Products, Marketing & Advertising Specialties
1841714487200 , BRAUN DESIGN , Lori Braun , 4415 SINCLAIR AVE, , AUSTIN , TX , 78756-3220 , USA , lori@loribraun.com , 512-554-9322 , Braun Design, a graphic design firm formed in 1996, in branding, identity, advertising, publishing, interactive design & marketing. Creative services solving complex messaging & communication problems.
1742646897500 , BRIGHTLEAF GROUP, INC. , Jane Scott , 7000 NORTH MOPAC EXPWY,SUITE 200 , AUSTIN , TX , 78731 , USA , jane.scott@brightleafgroup.com , 512-795-8900 , A one-stop shop for communication services: website design/development; UX; Drupal/Craft/Joomla/other CMS; accessibility; technical & marketing writing/editing; graphic design; video; instructional design; training; eLearning; publishing; strategy
1752895186000 , CADENA SPECIALTY ADVERTISING , Principal/OLGA C QUIROZ , PO BOX 150655, , ARLINGTON , TX , 76015-6655 , USA , cadenaspecialty@yahoo.com , 817-459-4474 , Provide marketing promotional products, silkscreened apparel, awards and digital print.
1472935285700 , CHAMOY CREATIVE, LLC , Lauri Revilla , 1502 S FLORES ST,SUITE 101 , SAN ANTONIO , TX , 78204-1638 , USA , irevilla@chamoycreative.com , 210-951-0222 , Advertising Services (print, Digital, Hispanic, Television and Radio Production), Digital Marketing (SEO, Digital Advertising, Social Media Management
1861636200200 , CLASSIFIED CONSULTING LLC , Patricia Tucker Wilson , 24734 LEVANTE DR, , RICHMOND , TX , 77406-5018 , USA , tuckerwil@yahoo.com , 832-866-3050 , Communications, marketing, grant writing
1815324887900 , CRATER LAKE CONSULTING , Karen Berlin Cooperstein , 6729 BARCELONA, , IRVING , TX , 75039-3041 , USA , karen@craterlakeconsulting.com , 972-953-8314 , Strategic communications, public relations, and marketing consulting; public information services; media relations services; event planning services; grant writing
1261167604500 , CRE8AD8, LLC , Gregorio Palomino , 1150 N LOOP 1604 W,#108278 , SAN ANTONIO , TX , 78248-4552 , USA , gpalomino@cre8ad8.com , 210-399-7931 , Full service event management specializing in meeting planning, incentive travel, conference management, travel management, site selection, menu planning, AV, marketing, materials and all services associated with events.
1742903086300 , CREATIVE CIVILIZATION, INC. , Gisela Girard , PO BOX 780189, , SAN ANTONIO , TX , 78278-0189 , USA , ggirard@ccagency.com , 210-686-6021 , Full Service Marketing and Advertising Agency.
1741961261300 , CREATIVE CONSUMER RESEARCH, INC. , President / Patricia Pratt , 3945 GREENBRIAR DRIVE, , STAFFORD , TX , 77477-4030 , USA , ccrhouston@ccrsurveys.com , 281-240-9646 , Marketing research - business to consumer and business to business.

1752803984900 , DALLAS BY DEFINITION, INC , Stacy Scott , 511 E JOHN CARPENTER FWY STE 100, , IRVING , TX , 75062-3920 , USA , s.scott@dallasbydefinition.com , 972-869-2366 , Marketing research field services.
1465698419300 , DC WHITEBOX LLC , COURTNEY MEEKER , 1023 SPRINGDALE RD,SUITE 6A , AUSTIN , TX , 78721-2465 , USA , courtney@whiteboxagency.com , 512-599-9155 , Strategic branding, brand development, marketing and advertising servies; interior design and interior decorating services
1383336685200 , DISTINCTIVELY REMEMBERED , Rolanda Parsons , 8452 FREDERICKSBURG RD # 154, , SAN ANTONIO , TX , 78229-3317 , USA , distinctivelyremembered@outlook.com , 210-979-5800 , Public outreach services, marketing, communications and crisis communications photography outreach STEM employment disabilities training vocational rehabilitation
1432085068900 , DLG RESEARCH & MARKETING SOLUTIONS , Partner/Elvia De La Garza , 1346 WESTWICK FOREST LANE, , HOUSTON , TX , 77043 , USA , info@dlgresearch.com , 713-795-5503 , DLG Research is a marketing research and consulting firm that provides qualitative,quantitative and strategic development services.
1843554491300 , ELEVAT8 DIGITAL, LLC , Joshlyn Ross , 70 E BRIAR HOLLOW LN APT 235, , HOUSTON , TX , 77027-2969 , USA , jross@elevat8digital.com , 510-469-8963 , Elevat8 Digital, LLC is a marketing agency that helps mission-driven organizations to improve their online visibility and profitability. Services include social media, website development, SEO, content marketing and more.
1824931994000 , EVOKE EXPERIENCES, LLC , CEO/Oana Borcoman , 4509 SWEET MADELINE LN, , HOUSTON , TX , 77018-2515 , USA , oana@evokeexperiences.com , 469-879-4222 , -Experiential Marketing (brand activations, trade shows, showcases, pop-ups); Corporate & Consumer Events (retreats, team building, corporate galas & events, fundraising & charity, golf tournaments, grand openings); Brand Marketing & Graphic Design
1834137884400 , FOUNDRY 512 LLC , Aaron Henry , 2601 LA FRONTERA BLVD APT 4108,#4108 , ROUND ROCK , TX , 78681-8076 , USA , aaron@foundry512.com , 512-593-2403 , Full-service advertising (digital and traditional) which includes branding, strategy, creative, and marketing disciplines.
1741559479900 , Galloway Research Service, Inc. , Elisa D. Galloway , 4751 Hamilton Wolfe Ste. 100,#100 , San Antonio , TX , 78229-3354 , USA , info@gallowayresearch.com , 210-734-4346 , Marketing Research and Public Opinion Polling, Opinion research services, Public opinion polling services and Public opinion research services.
1760468464100 , Gilbreath Communications, Inc. , Audrey Gilbreath , 15995 N. Barkers Landing, Ste. 100, , Houston , TX , 77079-8449 , USA , audrey@gilbcomm.com , 281-649-9595 , Our expertise in strategy, integrated marketing and communications, digital/social media, advertising and creative services has proven success. Our campaigns, experiential marketing, graphic design and brand identity work have provided results.
1471210527000 , HAUTE IN TEXAS, LLC , Aquila Brooke Mendez-Valdez , 24938 CLOUDY CRK, , SAN ANTONIO , TX , 78255-9520 , USA , aquila@hauteintexas.com , 210-606-5251 , Social networking sites, Internet, Marketing consulting services, Public relations agencies
1760737522100 , HUMAN AGE DIGITAL , Benjamin Hernandez , 2700 POST OAK BLVD,21ST FLOOR , HOUSTON , TX , 77056-5784 , USA , vendor@humanagedigital.com , 713-529-2120 , Marketing Services, Digital Advertising (Display and Search), Social Media Advertising (Including Facebook, Google Ads, Instagram, Twitter, TikTok, and YouTube, Social Media Management Services. Website design and Marketing Consulting.
1273599409200 , HillDay Public Relations, Inc. , Argentina M. James , 3801 Kirby Drive,Suite 507 , Houston , TX , 77098-4100 , USA , ajames@hilldaypr.com , 832-831-1836 , HillDay provides Graphic Design, Administrative Management & General Management Consulting, Human Resources Consulting, Marketing Consulting, Advertising Agency Consulting, Public Relations Consulting, and Professional Development Training.

1742527335000 , INVENTIVA, INC. , CEO/HEBERTO GUTIERREZ , 19179 BLANCO RD SUITE 105 PMB813, , SAN ANTONIO , TX , 78258-4009 , USA , heberto@inventiva.com , 830-438-4679 , marketing and advertising services
1272784969200 , J.M. MITCHELL GROUP, INC. , CEO/Janet M. Mitchell , 6202 LEDGE MOUNTAIN DR., , AUSTIN , TX , 78731 , USA , janet@mgroupagency.com , 512-796-9977 , Sales and Marketing Consulting and Creative Agency
1464323947900 , Jennifer Marketing LLC , Jennifer Gligoric , 5826 Broadway Number 17002, , Galveston , TX , 77552-4385 , USA , muse@jennifermarketing.com , 409-766-7227 , Fractional CEO/C Suite Consulting, Human Resources, Office Virtualization & Remote Work Expert, Virtual Systems Implementation, Remote Work Compliance and Implementation, Digital Marketing, Meeting and Product creation and services
1464257327400 , K ROBERTS & CO INC , Kathy L. Roberts , 2147 NW MILITARY HWY, , SAN ANTONIO , TX , 78213-1831 , USA , kathy@krobertsco.com , 210-384-2008 , Graphic design services, Custom Computer Programming Services, Marketing consulting services and Advertising agency consulting services.
1251911349700 , K STRATEGIES GROUP LLC , Katrina Keyes , 3839 MCKINNEY AVE SUITE 155-204, , DALLAS , TX , 75204 , USA , info@kstrategies.com , 214-599-9766 , Marketing, Graphic Design, Public Relations, Public Involvement, Community Engagement, HUB Programs, Diversity Programs
1760310295900 , LOPEZ NEGRETE COMMUNICATIONS, INC. , Alex Lopez Negrete , 3336 RICHMOND AVE,SUITE 200 , HOUSTON , TX , 77098-3017 , USA , alex@lopeznegrete.com , 713-877-8777 , Strategic planning, research and consumer insights, media planning and buying, creative, brand strategy, digital/social/mobile marketing services, public relations, promotions, and much more.
1742806623100 , Law Offices Of Serna & Serna , Baltazar Serna , 237 W. Travis Street, Suite 100, , San Antonio , TX , 78205 , USA , baltazar@sernaserna.com , 210-225-6700 , Offices of Lawyers, All Other Legal Services, Lobbying services
1851462783300 , MALLETT MARKETING SOLUTIONS, LLC , BETTINA ROGERS MALLETT , 2044 W Grove Ln, , Grand Prairie , TX , 75052 , USA , MSTINA@MALLETTMARKETINGSOLUTIONS.COM , 817-829-3921 ,
1760296447400 , MARKETABILITY, INC. , President/Owner-Michele E Blake , 404 REINERMAN STREET, , HOUSTON , TX , 77007-7247 , USA , mickey@marketabilityinc.com , 713-462-6000 , PROMOTIONAL PRODUCTS, ADVERTISING SPECIALTIES, ART AND DESIGN WORK
1752921328600 , MARY ANNE CASEY DBA PROFORMA MAC , Mary Anne Casey , MARKETING,PO BOX 60073 , SAN ANGELO , TX , 76906-0073 , USA , maryanne.casey@proforma.com , 325-617-7329 , Imprint promotional products, business forms, brochures.
1824672720200 , MELISSA SILVERSTEIN LAW, PLLC , Melissa Silverstein , 600 SUNLAND PARK DR STE 1-400, , EL PASO , TX , 79912-5135 , USA , melissa@silversteinlawyer.com , 915-283-4172 , Law firm specializing in intellectual property, patent, copyright, trademark, marketing, licensing, contract review, business law
1824352348900 , MIND YOUR BUSINESS LLC , Tisha Holman , 1506 PIEDMONT DRIVE, , MANSFIELD , TX , 76063 , USA , tholman@mindyourbizllc.com , 972-900-9040 , Digital Marketing services: Website Design/Development, Social Media Management, Email Marketing Management, Mobile Application Development Training: Digital Strategy, Social Media, Branding
1208756604300 , MINDFUL MARKETING, INC. , Susan Seale , PO BOX 5870, , AUSTIN , TX , 78763 , USA , Susan@mindfulmkt.com , 512-413-5407 , Advertising, Marketing, Public Relations, Promotions, Media Buying, Media Production, Media Strategy

1200104456400 , MINERVA CONSULTING, L.L.C. , Pres./Ashley Elsey , 508 TWILIGHT TRL, #203, , RICHARDSON , TX , 75080-8103 , USA , ashley@minervaco.com , 972-238-7696 , Marketing consultant, public relations and Branding
1752947688300 , MPD VENTURES COMPANY , Melissa Paige Dawson , 3300 OAK LAWN AVENUE,SUITE 412 , DALLAS , TX , 75219 , USA , paige@mpdventures.com , 214-744-6188 , MPD Ventures team includes seasoned professionals in the fields of marketing strategy, web and print design, public relations, copywriting and business
1208077698700 , NuThinking, Inc. , Marta Villanueva , 301 S. Rolling Oaks Ln., , San Antonio , TX , 78253-5437 , USA , info@nuthinking.net , 830-779-1725 , Marketing analysis services and Marketing research services.
1752884629200 , PAPER CONCEPTS, INC. , Pres./MARC COBOS , 33 KRAMER LANE, , SANGER , TX , 76266 , USA , mcobos@paperconcepts.com , 817-285-6256 , PRINTING ,T'Shirts , PROMOTIONAL, AND FOCUS MARKETING
1760754616900 , PD MEDIA GROUP , Angela Burns , 72 EMERALD POND DR, , FRISCO , TX , 75034-8587 , USA , marketing@pdmediagroup.org , 214-945-9413 , Marketing, Consulting, Business services, PR, Events, promotions, office supplies, etc.
1800168808600 , PRESLEY DESIGN STUDIO, L.C. , Pres./Heather Presley , 109 WATER ST, , BELTON , TX , 76513-3226 , USA , heather@presleydesignstudio.com , 254-933-8211 , Presley Design Studio provides award-winning advertising solutions. From government entities to Fortune 500 companies, we deliver industry-positioning strategies for marketing, advertising, web development, communications and graphic design.
14552615563600 , RINCON & ASSOCIATES, LLC , EDWARD T. RINCON , 6060 N CENTRAL EXPY,SUITE 500 , DALLAS , TX , 75206-5209 , USA , EDWARD@RINCONASSOC.COM , 214-750-3800 , Conduct marketing research using surveys, focus groups, demographic and statistical analysis. Support in five languages. GIS analysis.
1208392370100 , SATORI MARKETING, LLC , Marche' L. Warfield , 448 W 19TH ST,#735 , HOUSTON , TX , 77008-3914 , USA , marche@satorimarketing.net , 713-680-2274 , Communications, Public Information, Website Design, Graphic Design, Public Relations, Photography, Social Media, Brochures
1721093774800 , SAURAGE RESEARCH, INC. , Pres./SUSAN SAURAGE-ALLENLOH , 5090 RICHMOND AVE STE 144, , HOUSTON , TX , 77056-7402 , USA , ssaurage@saurageresearch.com , 713-526-2415 , FULL-SERVICE MARKET RESEARCH AND STRATEGIC PLANNING FIRM THAT PROVIDES REAL-WORLD SOLUTIONS FOR SUCCESSFUL MARKETING STRATEGIES. SR USES STATE-OF-THE
1460804721400 , SNR Creative LLC , Managing DirShavonnah Roberts Schreiber , 701 N Post Oak Rd,Suite 610 , Houston , TX , 77024-3938 , USA , shavonnah@snr-creative.com , 713-900-1909 , Marketing consulting, advertising consulting, public relations consulting, sports marketing & management and General Management consulting.
1262459935800 , SOL MARKETING CONCEPTS, INC. , Deborah Gabor , 4807 SPICEWOOD SPRINGS RD.,BLDG 2 SUITE 200 , AUSTIN , TX , 78759 , USA , deb@solmarketingconcepts.com , 512-445-4807 , Brand strategy, market research, marketing services, messaging, marketing communication, sales support, sales training, marketing consulting
1260234444700 , STRATISTRY , Angie Yarbrough , 400 N ERVAY ST #130625, , DALLAS , TX , 75313-0625 , USA , ayarbrough@stratistry.com , 214-912-8716 , An integrated marketing and communications firm providing advertising, brand/digital strategy, PR, web development, search & social media
1830362483900 , SUMA SOCIAL MARKETING, INC. , PresidentCathy Schechter , 2136 Independence Drive,2136 , Austin , TX , 78745-2082 , USA , spoag@sumasocialmarketing.com , 469-677-8257 , Social marketing specializes in qualitative and quantitative research, campaign development, and evaluation. SUMA also facilitates stakeholder meetings and conducts website usability studies, field testing of materials.

1043755403200 , SUNDANCE ASSOCIATES, INC. , President Rhenda Gray , 3912 Bryce Ave, , Fort Worth , TX , 76107 , USA , rhenda@sundanceassociates.net , 817-980-2348 , Community and public relations, event production,marketing, advertising & project management
1830806105200 , Speaks Marketing Group, LLC , Laurie Oceguera , 9900 Brodie Ln,Ste 160-224 , Austin , TX , 78748-5803 , USA , laurie@speaksmarketing.com , 818-939-4121 , Marketing, Advertising, Media
1721534779400 , Sylvia Cavazos Public Relations/Public A , Sylvia Cavazos , PO BOX 698,P.O. BOX 698 , Houston , TX , 77001 , USA , sylvia@thinkcava.com , 713-223-2282 , Hispanic Marketing Develop & Direct Consumer Advertising & Promotional Campaigns/Broker of Oil Lubricants/ Co-Staffing and Temporary Staffing Services
1742525241200 , THE AMPERSAND AGENCY, INC. , Dtr of Growth/Liz Schwab , 2901 VIA FORTUNA SUITE 185, , AUSTIN , TX , 78746-7565 , USA , lizs@ampersandagency.com , 512-462-3366 , Marketing, Advertising, Branding, Creative, Digital, Social Media, Research, Analytics and Market Research. The Ampersand Agency Inc. has been in business in Austin TX since 1986 and is a HUB.
1760266253200 , THE LENTZ GROUP, INC. , Ruth Ehnshall , 1111 N. LOOP WEST, SUITE 720, , HOUSTON , TX , 77008-4715 , USA , Ruthh@LENTZGROUP.COM , 713-864-2623 , MARKETING, PUBLIC RELATIONS, & DOCUMENTATION PRODUCTION.
1742897641300 , THE PRESTIGIOUS MARK, INC. , Amy Swaney , 8611 N. NEW BRAUNFELS, , SAN ANTONIO , TX , 78217-6373 , USA , ben@tpmpromo.com , 210-820-0093 , Trophy (including awards and plaques) shops, Other Services Related to Advertising.
1463246212400 , THRESHER MARKETING , Sounthaly Outhavong , 401 CONGRESS AVE STE 1540, , AUSTIN , TX , 78701-3851 , USA , tune@threshermarketing.com , 512-518-3666 , Marketing and Advertising consulting and services including research, strategy, and branding
1742902047600 , TKO ADVERTISING, INC. , Raul Garza , 6606 N LAMAR BLVD, , AUSTIN , TX , 78752-3502 , USA , raul@tkoadvertising.com , 512-472-4856 , Full-service advertising agency providing award winning strategic, creative and production solutions. Capabilities include strategic planning, creative development, public relations, new media/social marketing and Latino marketing.
1562652863000 , The Donna Bender Company, LLC , Donna Bender , 6860 North Dallas Pkwy,Suite #200 , Plano , TX , 75024 , USA , donna@donnaco.com , 214-520-8577 , The Donna Bender Company is a leader in providing promotional marketing solutions and corporate gifts. We are not just another promotional product ven
1203853686300 , VICKI GLEASON , VICKI GLEASON , 841 NORTHWOOD RD, , FORT WORTH , TX , 76107-1031 , USA , VGWRITER@GMAIL.COM , 432-770-4694 , Writing, editing, research and digital design to support clients marketing and communications objectives.
1742920260300 , VISIONEDGE MARKETING, INC. , LAURA R.T. PATTERSON , PO BOX 342546, , AUSTIN , TX , 78734 , USA , laurap@visionedgemarketing.com , 512-681-8800 , MARKET RESEARCH, SEGMENTATION, POSTING, PRICING, CUSTOMER RELENTION, MKTG TRAINING, MKTG NOTRIES
965-46 Graphic Design Services for Printing
1300687828700 , 3MO PRINTING, INCORPORATED , Ptr/Marissa Guevara , 5712 KENWICK ST, , SAN ANTONIO , TX , 78238-1815 , USA , marissa@acescreen.com , 210-509-8375 , We offer graphic design, screen printing and embroidery services on a wide assortment of garments.
1471035615600 , AEAGLE DESIGN LLC , Manager/Trushal , 8450 CAMBRIDGE APR 2173, , HOUSTON , TX , 77054 , USA , trushal6718@gmail.com , 281-323-5980 , Website Design & Graphic.

1261434710700 , ASTERISK GROUP, INC. , President/Susanne Harrington , 210 W. 38TH ST. UNIT A, , AUSTIN , TX , 78705 , USA , susanne@asteriskgroup.com , 512-371-1618 , Graphic Design; Branding; Identity Design; Environmental Graphics, Signage and Wayfinding; Print and Interactive Design; Advertising; Marketing Services; Packaging, Trade Show Graphics; Publication Design, Annual Reports
1201964031400 , BENNETT PRINTING & GRAPHICS , Mary Ann Selva , 3025 Crest Drive,3025 Crest Drive , Dickinson , TX , 77539 , USA , maselva@mac.com , 281-309-0405 ,
1900632853800 , BIG HIT PRODUCTIONS, INC. , Owner/Glenn Bradley , PO BOX 851952, , MESQUITE , TX , 75185-1952 , USA , info@bighitcreative.com , 972-850-7312 , Big Hit Creative Group,Creative/Graphic Design, Website Design, video production, explainer videos, Digital/SEO/PPC, Advertising,Logo, Branding, Print Materials, screen print, embroidery, apparel, Promotional Items, Package Design, trade show setup
1813714630600 , BLACK + GRAY STUDIO, LLC , Angela Martinez , 1795 FRY RD # 324, , KATY , TX , 77449-3347 , USA , info@blackgraystudio.com , 832-454-9545 , Graphic Design Services, Wayfinding, Print Design, Signage, Email Newsletters
1760290171600 , BQR ADVERTISING AND PUBLIC RELATIONS, IN , Vicki A. Roy , 2500 TANGLEWILDE ST STE 105, , HOUSTON , TX , 77063-2123 , USA , vickir@bqradvertising.com , 713-952-7100 , Full-service advertising, public relations and event planning firm. Advertising in all traditional and digital media; graphic design; Web design and programming; social media, search engine optimization; Hispanic marketing and international advertising
1841714487200 , BRAUN DESIGN , Lori Braun , 4415 SINCLAIR AVE, , AUSTIN , TX , 78756-3220 , USA , lori@loribraun.com , 512-554-9322 , Braun Design, a graphic design firm formed in 1996, in branding, identity, advertising, publishing, interactive design & marketing. Creative services solving complex messaging & communication problems.
1742646897500 , BRIGHTLEAF GROUP, INC. , Jane Scott , 7000 NORTH MOPAC EXPWY,SUITE 200 , AUSTIN , TX , 78731 , USA , jane.scott@brightleafgroup.com , 512-795-8900 , A one-stop shop for communication services: website design/development; UX; Drupal/Craft/Joomla/other CMS; accessibility; technical & marketing writing/editing; graphic design; video; instructional design; training; eLearning; publishing; strategy
1742983634300 , CD STUDIO, INC. , Terri Gaines , 118 BROADWAY, SUITE 528, , SAN ANTONIO , TX , 78205 , USA , terri@thinkcausality.com , 210-545-3415 , Graphic design services, WEB (i.e., internet) page design services, custom, Marketing consulting services, Advertising agencies, Public relations agen
1825031178600 , CLOUD CHASERS LLC DBA A B SIGN SHOP , Kara Campbell , 5302 BROADWAY ST, , GALVESTON , TX , 77551-4676 , USA , signs@absignshop.com , 409-744-7164 , Commercial, Industrial and Architectural interior and exterior signage and sign systems, promotional items, banners, digital printing, vehicle wraps, business cards, graphic design
1455357317200 , CREATIVE PARC, LLC , Megan Valdez , 9910 HUEBNER RD,SUITE 222 , SAN ANTONIO , TX , 78240-1342 , USA , meet@creativeparc.com , 210-908-7272 , We are a graphic design studio that has the capability to create logos, websites, print collateral, and other creative marketing services.
1812156836600 , DAVID IRLANDA DESIGN & PHOTOGRAPHY , David Irlanda , 2211 TERRADYNE DR, , PFLUGERVILLE , TX , 78660-5041 , USA , davidirlanda@mac.com , 512-420-3030 , Graphic Design and Photography
1830641298400 , DEVINE PROMOTIONS & PRINTING, LLC , GAYLYN DEVINE , PO BOX 87355, , HOUSTON , TX , 77287-7355 , USA , GAYLYN@DEVINEPROMOTIONS.COM , 281-962-5288 , Promotional Products, Commercial Offset & Digital Printing, Graphic Design, PrePress Services, Engraving, Marketing

1473660899400 , DRILECK ENTERPRISES INCORPORATED , Stephanie Basile Drileck , 8714 FREDERICKSBURG RD,SUITE 103 , SAN ANTONIO , TX , 78240-1223 , USA , steph.drileck@fastsigns.com , 210-697-7446 , Comprehensive visual communications solutions. Custom signage, banners, exterior building signs and vehicle graphics, trade show exhibits, etc.
1711027975300 , GIRAPHICS TYPE & DESIGN , Owner/Carol Levy , 618 BENTLEY COURT, , TYLER , TX , 75703 , USA , carolgiraphics@sbcglobal.net , 903-581-1585 , Graphic Design/Illustration/Typesetting/Printing/Specialty Items/Computer Sales & Equipment/Computer Consulting(Prepress)
1760468464100 , Gilbreath Communications, Inc. , Audrey Gilbreath , 15995 N. Barkers Landing, Ste. 100, , Houston , TX , 77079-8449 , USA , audrey@gilbcomm.com , 281-649-9595 , Our expertise in strategy, integrated marketing and communications, digital/social media, advertising and creative services has proven success. Our campaigns, experiential marketing, graphic design and brand identity work have provided results.
1271189041300 , HORIZON BRANDING LLC , BETH MARTINEZ , 720 Knickerbocker Rd, , San Angelo , TX , 76903-8728 , USA , BETH.MARTINEZ@FASTSIGNS.COM , 325-227-4826 , We provide screen printing,promo products, all general signs (ada, mdo, coroplast, banner, flex, aluminum, dibond, vinyl graphics and acrylic etc). We specialize in digital signage, installation/maintenance.
1562566319800 , HUNTINGTON SKY PRODUCTION, LTD. , Rose Snell/Owner , 1611 S. 77 SUNSHINE STRIP, , HARLINGEN , TX , 78550 , USA , rose.snell@fastsigns.com , 956-428-0007 , Buying a sign is simple for any project: Banners, Site Signs, ADA compliant brail signs, Vehicle Graphics, Exhibits & Displays, Plastic formed letters, Large Format Digital Printing Architectural Signs Dimensional Letters Point of Purchase Signs
1473517658900 , Hire For Website, LLC , Chris Trinidad , 7 Mayborough Ln, , San Antonio , TX , 78257-1946 , USA , chris@hireforwebsite.com , 210-912-3370 , Digital printing (e.g., billboards, other large format graphic materials, high resolution) (except books), Internet Publishing and Broadcasting and Web Search Portals, Graphic Design Services and WEB (i.e., internet) page design services,
1462780729100 , I AM DESIGNS , Paula Malone , 3150 FANNIN STREET, , BEAUMONT , TX , 77701 , USA , IAmDesignspm314@gmail.com , 805-723-9967 , Graphic Designer Services.
1850618293200 , ICUCME LLC DBA FASTSIGNS 16401 , Jorge Rodriguez , 524 W INTERSTATE 20,SUITE 370 , GRAND PRAIRIE , TX , 75052-6930 , USA , jorge.rodriguez@fastsigns.com , 469-480-7576 , Signs, banners, graphics, digital signs, wraps, promotional products, customized printing & mailing products, directional & way-finding signs, decals, labels & stickers, electrical signs, exhibits & displays, menu boards, & floor graphics.
1030563489000 , JANKEDESIGN INC , Kamela Janke , 4920 TIGER LILY WAY, , AUSTIN , TX , 78739-1430 , USA , KJANKE@JANKEDESIGN.COM , 512-329-8343 , We create branding experiences that connect people, places & products. Services include: signage & wayfinding; donor recognition; themed graphics; interactive display design; brand development; marketing communications & website strategy & design.
1464257327400 , K ROBERTS & CO INC , Kathy L. Roberts , 2147 NW MILITARY HWY, , SAN ANTONIO , TX , 78213-1831 , USA , kathy@krobertsco.com , 210-384-2008 , Graphic design services, Custom Computer Programming Services, Marketing consulting services and Advertising agency consulting services.
1251911349700 , K STRATEGIES GROUP LLC , Katrina Keyes , 3839 MCKINNEY AVE SUITE 155-204, , DALLAS , TX , 75204 , USA , info@kstrategies.com , 214-599-9766 , Marketing, Graphic Design, Public Relations, Public Involvement, Community Engagement, HUB Programs, Diversity Programs
1300370966700 , KJHCONSULTANT SERVICES , Karla J. Horn , 10333 NORTHWEST FREEWAY, SUITE 101, , HOUSTON , TX , 77092-4144 , USA , kjh@kjhconsultant.com , 832-881-0956 , Graphic Designs, Website Development, Printing Services, Screen Printing, Embroidery (Including Uniforms), and Computer Graphics Design & Promotional

1824734760400 , KNSO, LLC , Justin Nguyen , 4209 WATSON ST, , HOUSTON , TX , 77009-5050 , USA , justin@knsostudio.com , 832-691-1483 , Visual design services, including graphic design for print and web
1261583682700 , KOMET MARKETING COMMUNICATIONS, INC. , Leslie Ausburn , 1927 CAMBRIA, , SAN ANTONIO , TX , 78258-4581 , USA , leslie@kometcommunications.com , 210-326-8992 , Komet is a full-service PR/Marketing Firm offering Public Relations,Crisis Communications, Graphic design Social Media mgmt, Website development and Digital Advertising
1571222990300 , LB DESIGN , LAURA BAILIE , 5301 WOODVIEW AVE., , AUSTIN , TX , 78756 , USA , lbdesign@swbell.net , 512-451-2609 , GRAPHIC DESIGN
1030416055800 , LEGACY GRAPHICS, INC. , Joni Chatwin , 521 S. LOOP 288 STE 145, , DENTON , TX , 76205-4512 , USA , us471@alphagraphics.com , 940-891-1200 , Quick Printer-offset & digital printing, large format printing, blueprinting, graphic design, promotional products.
1901077600300 , LEWIS CARNEGIE, LLC , Principal/Wendy Carnegie , 3202 KERBEY LANE, , AUSTIN , TX , 78703 , USA , wendy@lewiscarnegie.com , 512-708-1128 , Graphics Design services for identity, branding, print, digital, graphics, signage and wayfinding.
1680596023000 , MINORITY PRINT MEDIA, L.L.C. , Francis Page Jr. , 2646 SOUTH LOOP WEST SUITE 600, , HOUSTON , TX , 77054 , USA , fpagejr@gmail.com , 713-748-6300 , PUBLISHING COMPANY THAT PRODUCES WEEKLY NEWSPAPERS IN THE GMA OF HOUSTON, TEXAS. WE ALSO PROVIDE GRAPHIC DESIGN, EMAIL MARKETING, STREET TEAM MARKETIN
1752592701200 , MS DALLAS REPROGRAPHICS, INC. , Daphne Best , PO BOX 190228, , DALLAS , TX , 75219-0228 , USA , accounting@msdallas.com , 214-212-9004 , REPROGRAPHICS/BLUE LINES, HIGH SPEED XEROXING, LAMINATING AND IMPORTING OFFSET
1741609306400 , NEWMAN PRINTING COMPANY, INC , Louis Newman , 1300 E 29TH ST, , BRYAN , TX , 77802 , USA , bbilberry@newmanprint.com , 979-779-7700 , Commercial Printing, graphic communications
1800168808600 , PRESLEY DESIGN STUDIO, L.C. , Pres./Heather Presley , 109 WATER ST, , BELTON , TX , 76513-3226 , USA , heather@presleydesignstudio.com , 254-933-8211 , Presley Design Studio provides award-winning advertising solutions. From government entities to Fortune 500 companies, we deliver industry-positioning strategies for marketing, advertising, web development, communications and graphic design.
1263347923800 , SJS GRAPHIC ARTS , Sharon Jones-Scaife , P.O. BOX 452721, , GARLAND , TX , 75045-2721 , USA , sharon@sjsgraphics.com , 972-442-6000 , SJS Graphic Arts is a nation-wide business that specializes in graphic design, website development, printing services, and promotional /marketing products.
1852792159900 , SYFER DESIGN LLC , Andy Kim , 4020 CASCADE SKY DR, , ARLINGTON , TX , 76005-1100 , USA , info@syferdesign.com , 469-396-5250 , Design services - graphic design, environmental design, signage design, logo design, website design, package design, branding
1901137952600 , SZOAS LLC. , Aryn Dalton , 2115 TWIN ELMS DR, , ARLINGTON , TX , 76012-5648 , USA , cheri@d7artservices.com , 214-708-0595 , Custom Display and Scenery Construction, Painting, Large Format Graphics and Fine Art Services
1815087768800 , Studio Dzo , Charles Toynes , 2028 E Ben White Blvd,Suite 240-4663 , Austin , TX , 78741-6966 , USA , russell@studiodzo.com , 512-400-0686 , Graphic Design Services related to Environmental Graphics,Pylons,Monuments,Tenant Signs,Architectural & Wayfinding Signs,Awnings,Large Digital Printing,Window Prints,Fleet Wraps,Large Banners,Wall Murals,Large electric signs,ADA Signs, Branding
1742387134600 , TEXAS CREATIVE , Jamie Allen , 334 N PARK DR, , SAN ANTONIO , TX , 78216-2725 , USA , jamie@texascreative.com , 210-828-8003 , A fulliservice, advertising/communications agency. A GSA contract & Texas DIR. Over 35 years:advertising, graphic design, website design, event planning, media buying, digital, media production, social media, public awareness campaigns.

1843446835300 , TOBALA CREATIVE, LLC , Monica Griffin , 5503 WOODROW AVE., , AUSTIN , TX , 78756 , USA ,
tobalacreative@gmail.com , 512-626-6169 , High quality graphic design and art direction for print, web and environment.

1471511677700 , Visage Collaborative, Inc , kathryn Brown , 4416 Ramsgate, Ste. 103, , San Antonio , TX ,
78230 , USA , kathy@visagecollaborative.com , 210-279-8483 , Graphic design services, Custom Computer Programming Services, Custom Computer Programming Services, WEB (i.e., internet) page design services, custom, Marketing consulting services, Professional and Management Development Training, Educational support

1760362220400 , Wilkins & Associates, Inc., dba Artwin G , Marilyn Wilkins , 1128 PASADENA BOULEVARD, ,
PASADENA , TX , 77506-4724 , USA , marilyn@artwingraphics.com , 713-472-4498 , Offset printing, high speed black/white and color copying, large format printing, blueprint copying and scanning, direct mail services, graphic design, signs, awnings