

| <b>RFP for Selection of Agency for Providing Manpower on Outsourcing Basis to APSFL</b> |                    |                            |                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                               |                                                                                                                                                                                                               |
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| <b>RfP No. APSFL/Admin/Manpower/2025, Dt. 23.10.2025</b>                                |                    |                            |                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                               |                                                                                                                                                                                                               |
| <b>Responses, Dt: 04.11.2025</b>                                                        |                    |                            |                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                               |                                                                                                                                                                                                               |
| <b>Sl.</b>                                                                              | <b>Section No.</b> | <b>Page no. in the RFP</b> | <b>Content of the RFP requiring clarification</b>                                                                                                                                                                                                                                                                                                                         | <b>Clarification Sought</b>                                                                                                                                                                                   | <b>Response</b>                                                                                                                                                                                               |
| 1                                                                                       | 4                  | 27                         | The Average annual turnover of the Bidder in the financial years i.e. FY 2022-2023, FY 2023-2024, FY 2024-25 and current financial year, should be at least INR 20 Crs.                                                                                                                                                                                                   | Request to consider relaxation of turnover requirement to ₹10–12 Crores average annual turnover, to enable wider participation from experienced regional manpower management agencies.                        | As per RFP                                                                                                                                                                                                    |
| 2                                                                                       | 4                  | 28                         | The bidders must have executed three similar projects within the last three financial years (FY 2022-23, FY 2023-24 and FY 2024-25), with each work order put to a value of minimum INR 4 Cr. and each work order involving deployment of at least 100 personnel. Eligible projects may be for Central/ State Governments, Public Sector Undertakings, or private sector. | Kindly clarify whether manpower outsourcing experience of smaller magnitude (e.g., 50–75 personnel or projects below ₹4 Crores) may also be considered, provided the scope and nature of work are comparable. | As per RFP                                                                                                                                                                                                    |
| 3                                                                                       | 4                  | 27                         | The Bidder can be either<br>a. A company (Private or Public), or<br>b. A registered partnership firm, or<br>c. An LLP firm or<br>d. A Proprietorship firm                                                                                                                                                                                                                 | Request to clarify if Joint Ventures / Consortiums are permissible, as such partnerships may allow pooling of relevant expertise and financial capability for efficient project execution.                    | As per RFP                                                                                                                                                                                                    |
| 4                                                                                       | 1.3.1              | 11                         | Bid Security / EMD (Refundable / Convertible)<br><br>Bid Security / EMD (Refundable / Convertible): INR 33,00,000/- (Rupees Thirty-Three Lakhs only)                                                                                                                                                                                                                      | Kindly confirm whether exemption from EMD is applicable for MSME-registered firms, in line with Government of India guidelines.                                                                               | Exempted for MSMEs and submit a declaration in their official letterhead duly signed by the authorised signatory with date & stamp along with details of MSME registration and relevant supporting documents. |

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| 5                                                                                       | 1.3.1              | 11                         | Place of submission of Bids<br><br>Sealed envelopes must be submitted at the APSFL Head Office, Vijayawada, before the due time | Request to confirm if scanned copies of the submitted documents may also be shared by email or uploaded through an online portal for record purposes, in addition to the mandatory physical submission.                                                                 | As per RFP      |
| 6                                                                                       | 3                  | 21                         | Transfer of Existing Employees                                                                                                  | Request clarification on whether the selected agency will assume responsibility for existing manpower under the same terms and conditions, and whether continuity-related liabilities (e.g., service tenure benefits) will be borne by APSFL or by the selected agency. | As per RFP      |
| 7                                                                                       | 3.1                | 23                         | Salary advice to be made by 23rd and invoices by 25th of each month                                                             | Kindly clarify if partial or stagewise invoice submission is permissible in case of delays in attendance verification or statutory compliance approvals.                                                                                                                | As per RFP      |
| 8                                                                                       | 9                  | 53                         | Due date of Completion                                                                                                          | Kindly clarify whether the extension process will be based on a performance review by APSFL or through a formal approval procedure, to enable better planning of manpower continuity and contractual compliance.                                                        | As per RFP      |