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Contra Costa Community College District Bid No. 4CD-88  
Employment Advertising Services RFP  
ADDENDUM NO. 1

**Question and Answer:**

1. **Question:** Whether companies from Outside USA can apply for this? (like, from India or Canada)

**Answer:** Yes.

2. **Question:** Whether we need to come over there for meetings?

**Answer:** Meetings are currently via Zoom during COVID. The preference is in-person meetings after COVID.

3. **Question:** Can we perform the tasks (related to RFP) outside USA? (like, from India or Canada)

**Answer:** No.

4. **Question:** Can we submit the proposals via email?

**Answer:** No.

5. **Question:** Is this a multicultural outreach effort?

**Answer:** We want to recruit a broad variety of applicant talent.

All other facts and specifications to this bid remain unchanged. Be sure to acknowledge receipt of this addendum in the Signature Page on page 15 of the RFP.

Rod Herrera  
Senior Buyer