Performance Interview Planning Checklist

ROCKFORD PUBLIC SCHOOLS

REQUIRED BID FORMS CHECK LIST

Bid/RFP/RFQ No.: 14-30

Listed below are the REQUIRED forms all bidders are REQUIRED to submit along with sealed bids on or before the bid due date and time. Failure to submit ALL required forms may result in bidder being deemed non-responsive.

<table>
<thead>
<tr>
<th>Required Forms</th>
<th>Yes</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current state license/registration, and/or certification (including CPR)</td>
<td>✔</td>
<td>All records/licenses should be kept confidential</td>
</tr>
<tr>
<td>Bid Rigging Certification</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Minority and Women Owned Business Concern Representation</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Certificate Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Certificate Regarding Lobbying</td>
<td>✔</td>
<td></td>
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<tr>
<td>OFAC Compliance</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Vendor Conflict of Interests: Disclosure Form</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Insurance Documentation</td>
<td>✔</td>
<td></td>
</tr>
</tbody>
</table>
Complete, sign and return the following forms: General Conditions and Instruction for All Bids, Bid Offer Form, Bid-Rigging Certification, Minority and Women-Owned Business Concern Representation, Certificate Regarding Debarment, Suspension, Ineligibility and Exclusion, Certificate Regarding Lobbying, OFAC Compliance, Vendor Conflict of Interest Disclosure Form, and any other required submittals.

No bids may be withdrawn after the official opening. All bids submitted must be valid for a minimum period of sixty (60) days after the date set for the bid opening. Please check the Terms and Conditions for any variation of this requirement.

All prices are F.O.B., Rockford, Illinois, which is further defined as meaning the price submitted on the bid sheet is the total price to this school district, including all freight and delivery charges. Under no circumstances may prepaid charges be added to the invoice.

A substitute item will be considered only if it is an item of regular manufacture as evidenced by literature, catalogs, etc. and not a prototype or first article test item. Items lacking an established commercial market or evidence of substantial sales must be placed in the hands of the Executive Director of Budgeting and Purchasing PRIOR to the date and time of the bid opening.

The successful Bidder must submit a separate invoice for each purchase order. The information on that invoice shall cover ONLY that one purchase order.

On the attached list, please type on the bid sheet(s) the information that is requested. If there is insufficient room for your information on this Bid Sheet(s), please present data on a separate sheet (one item to a sheet).

Any interested party, including all Bidders, may examine the bid summary after bids have been opened and awarded by the Board of Education. Bid summary will be available at the Board of Education Administration Building, Purchasing Department, 8:00 A.M., to 4:30 P.M., Monday through Friday. Bid recap may also be reviewed by visiting www.DemandStar.Com.

Vendor’s signature on this Bid Form must be an actual signature. A stamped, facsimile, or typed signature may disqualify the bid. Unless notified otherwise, should no offer be received, the firm may be subject to being removed from the Bidder’s list.

The above General Conditions and Instructions are applicable to all bids. Additional Terms and Conditions and Specifications are supplied for each bid.

Please address all questions relative to any bid in writing to the Executive Director of Budgeting and Purchasing, Board of Education, 501 Seventh Street, Rockford, Illinois 61104 or stacie.scott@rps205.com. All request for information must be submitted at least three working days (Monday – Friday) prior to the bid due date and time. Responses to questions will be reviewed by the Purchasing Department and if a response or clarification to the IFB is issued it will be issued via an amendment to the bid and published on the District website and, if applicable, Demand Star. Any request for information submitted after the deadline will not receive a response.

The undersigned hereby certifies that he/she has read and understands the contents of this solicitation and agrees to furnish at the prices shown any or all of the items and/or services, subject to all Instructions, Terms and Conditions, Specifications and attachments hereto. Failure to have read all the provisions of this solicitation shall not be cause to alter any resulting contract or request additional compensation.

GENERAL CONDITIONS AND INSTRUCTIONS FOR ALL BIDS FORM:

RCM Healthcare Services
575 8th Ave., 6th Fl.
New York, NY 10018

Signature of Authorized Representative

Address

City & State

Zip

Telephone Number

Area Code

Rev. 10-2013

22-2069427

(Federal Employer Identification) Or Social Security Number (See Specification for Determination)
Contents Page

Bid Signatory Page

Tab 1. Bid Sheet

Tab 2. Executive Summary Page 2

Tab 3. Experience & Capabilities Page 3-11

Tab 4. Quality Assurance Page 12 – 15

Tab 5. The RCM Advantage Page 16


Tab 7. Additional Documents
  ➢ Illinois Business License
  ➢ Insurance Certificate

Tab 8. Additional Documents
  ➢ Financial Reports
  ➢ Big Rigging Certification
  ➢ MBE Representation Form
  ➢ Debarment Certificate Form
  ➢ Lobbying Certificate
  ➢ OFAC Compliance
  ➢ Vendor Conflict of Internet Disclosure
  ➢ Certified Cleared Employee List
BID OFFER FORM

IFB No. 14-30 Nurse Staffing Coverage

Rockford Public School, District No. 205 is seeking the services of a medical staffing firm to provide nursing services for District students who require one-on-one nursing care. The District is also seeking for such an agency to provide staffing coverage for shortages of qualified personnel due to illnesses and/or other personal absences.

Schedule of Professional Fees

<table>
<thead>
<tr>
<th>Professional Type</th>
<th>Per Hour</th>
<th>Not to Exceed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses (RN)</td>
<td>$36.00</td>
<td>40 Hours</td>
</tr>
<tr>
<td>Licensed Practicing Nurse (LPN)</td>
<td>$26.00</td>
<td>40 Hours</td>
</tr>
</tbody>
</table>

Additional Fees

<table>
<thead>
<tr>
<th>Additional Hours</th>
<th>RN $54.00</th>
<th>LPN $39.00</th>
</tr>
</thead>
</table>

If nurse exceeds 40 hours

Are you able to meet the requirements of providing staffing coverage within a one hour notice? Yes ☐ No ☐

Are there any limitations on the availability of staff? Yes ☐ No ☐

If yes, please describe below.

N/A
Executive Summary

RCM Health Care Services, a division of RCM Technologies has been established since 1971 and has flourished into one of the leading healthcare staffing companies in the country providing exceptional healthcare personnel to hundreds of clients.

Factors that will help distinguish RCM Health Care from the competition – RCM...

- Has been established for **40 years**
- Works with **numerous** school districts, some of which include Rockford, New York & Philadelphia
- Has provided care to the children of **Rockford School District for the past 3 years**
- Has relationships with **over 35 school districts**
- Our largest school district, the New York City Board of Education, spans **over 25 years**
- Is the **largest provider** of healthcare professionals to the New York City School District
- Provides approximately **350 healthcare professionals** to school districts on a daily basis
- Employs a **Clinical Supervisor** who oversees all of our school districts
- Has a **Clinical Management Team** who conducts training and further education on critical subjects such as Asthma, Diabetes, Catheterizations, Trachs, HIPAA and FERPA in addition to numerous Health & Safety topics
- Has **Nurses** who are compliant with The Joint Commission and ready to service this contract
- Has a **rapid response plan** in place to inherit nurses from exiting agencies
- Uses **unique** recruitment tactics allowing us to extract nursing resumes for **school Nurses**
- Employs a Registered Nurse who oversees all **Quality Assurance procedures**
- Recently increased our advertising budget to over $200,000
- Attends **over 75 recruiting fairs** annually including the **National Association of School Nurses (NASN)**
- **RCM Health Care Services has earned The Joint Commission’s Gold Seal of Approval™**
Experience & Capabilities

RCM Health Care Services, a division of RCM Technologies (USA) Inc., has been involved in staffing and executive search and placement since 1972. In this time, we have built a formidable database of clients and employees becoming one of the leading healthcare providers in the country. Our versatile team places nursing professionals in a variety of different settings that include School Systems, Pediatric Clinics, Hospitals, Shelters, HIV/AIDS Facilities, Managed Care Organizations, Long Term Care Facilities and Home Care Agencies on both a permanent and per diem basis. Due to changing healthcare trends, our Nurses are cross-trained to have more than one specialty. This preparation provides facilities with flexibility and cost-effective options.

RCM’s mission is to have a strong Commitment to Caring and be a leader in the healthcare industry by providing responsive, reliable, highly trained, and cost-effective professionals enabling our clients to receive the highest standards and quality of care. In addition, our clients afford RCM employees the opportunity to realize their professional and personal goals. RCM supports this mission with dedication, resources and expertise.

Our experience in providing Nurses to school districts is extensive and we are more than ready to handle a contract of this magnitude and breadth. RCM Health Care Services has grown expeditiously the past few years and we currently have relationships with over 35 school districts, several of which include the top ten largest school systems in the country.

RCM’s relationship with the New York City Board of Education spans over 25 years and continues to be a strong partnership. Our unique partnership has allowed us to structure a recruitment model designed specifically for school districts. Our trial and error techniques over these decades have guided us to perfecting skills that will be used towards this contract. In fact, the knowledge our agency has gained helped RCM develop relationships with other large school districts, some of which include:

- Rockford School District
- Baltimore City Public School System, MD
- School District of Philadelphia, PA
- Wicomico County School District, MD
- Clark County School District, NV
- Nashville Public School District, TN
- Albuquerque School District

Our current working relationship with Rockford School District and other school systems, such as Baltimore City, Philadelphia and Albuquerque will certainly provide RCM with a clear advantage over other agencies. Our capability of school district operation is tremendous and something we will put to good use should our contract be renewed contract with Rockford Public Schools.

RCM Health Care Services is the preferred provider of nursing services to school districts across the country as we place a premium on recruiting and staffing quality healthcare professionals who have experience working within school systems.
RCM is an ideal organization to work with because we will provide quality nursing services to the children of Rockford. This is assured through our in-depth knowledge and experience, providing nearly identical services to other large, statewide school nursing programs. Throughout the country, school districts from several states have turned to RCM to care for their children.

Listed below are school districts we work with that are comparable in size to Rockford who also require the same duties requested in this proposal:

**New York City Board of Education**
The New York City School District is the largest school district in the country consisting of approximately 1.4 million students. For the past 25 years we have proven ourselves to be the best in the industry, granting us high status as the largest provider of healthcare professionals to the New York City Board of Education. We send in excess of 250 healthcare professionals on a daily basis to the Board of Education.

Staffing a Nurse to care for a child who requires 1:1 care is a complex task that RCM has proven success in year after year. The real challenge comes into play when the ‘regular’ nurse calls out sick and we are required to provide coverage that day. Fortunately, we have the experience and knowledge to handle such situations. Our staffing for per diem sick coverage is 98.8%. This figure incorporates the additional openings received from the Board of Education that our competitors struggle to fill.

**Philadelphia Public Schools**
The Philadelphia School District is an exclusive contract we acquired in 2010. The Philadelphia School District is one of the Top Ten Largest School Districts in the nation and RCM is the sole provider of nurses. The responsibility of being the only agency servicing these children reinforces our experience and relevancy when working with other school districts.

Since commencing work with the Philadelphia School District, the number of children we care for has exponentially grown and new cases open to our team on a monthly basis. We have adapted graciously and continue to grow our relationship with them.

Our Nurses who work full-time provide care to children who require around-the-clock attention. This involves picking children up at home, transporting them to school and ensuring their safe return. In addition to providing 1:1 Nurses, we are also required to provide Nurses who can cover Nursing Rooms and care for children with diabetes. RCM has a successful track-record with the Philadelphia School District especially in dire scenarios.
Albuquerque School District
Albuquerque School District is a contract we acquired in 2010 and is a great example as to what RCM can offer school districts who have a current incumbent and nurses the school district want to retain.

After being informed about the award RCM immediately set up a phone meeting with the school district and we set about changing our recruitment and placement process. The nursing community is very small and as soon as the current nurses heard about our award they immediately contacted us. Within 48 hours we had nurses compliant.

All nurses who come on board with RCM have to meet our rigorous application process. In addition to the nurses we inherited we had a large internal pool of nurses compliant and ready to start work with children requiring 1:1 care and on stand by for nurses who called out.

The Albuquerque School District is thrilled with our services to date and we have a 100% fill rate for all their per diem needs. The per diem needs are in addition to all the 1:1 cases we services.

Our success was due to our careful planning. Once we had a large pool of Nurses in place we knew we could exceed their goals from day one. We are in continual contact with them to discuss their availability and other preferences they might have. This personal relationship-building continues to be a great success as we continually fill requested needs without any problems.

Baltimore City Schools (BCPS)
Our contract with BCPS differs from other school districts because we offer full time care and skilled nursing visits. Our Nurses who handle the full time cases have now been employed by RCM for nearly four school years. One of the factors that made us triumphant from day one was our constant communication with the parents, the children and our Nurses.

During the first three years of our contract with BCPS we were required to provide nurses for skilled visits. The visit with the child was limited to 15-30 minutes. Although a short period of time, we maximized our Nurses’ hours by giving them opportunity to work in multiple schools. For example, a nurse will service one student with a G Tube from 10am-10:30am, visit a second child from 11am-11:30am to assist with a catheterization and finish working with a third diabetic child for an hour. Careful planning makes the operation process run smoothly and we are able to handle the responsibility of caring for all children requiring a visit.

Our one-of-a-kind team works long hours to not only find nurses willing to work with the same child on a daily basis for continuity but to also build a strong pool of Registered and Licensed Practical Nurses on call to provide coverage at short notice.
Personnel Oversight

RCM Health Care Services has developed a structure that will give the Rockford Board of Education a consistent and immediate response from RCM Personnel and RCM Clinical Staff.

The RCM team below will be key players when working on this assignment. A particular emphasis should be placed on Andrew Hay, who will be the Contract Administrator for this assignment and Noreen Lingham, Clinical Nurse Supervisor. Both representatives have a great deal of experience in their respected fields and will be major assets in ensuring this contract runs smoothly.

Andrew Hay – Project Coordinator / Contract Administrator
Andrew’s role with RCM is to manage new contracts and oversee the recruitment and management of new staff. Andrew has spearheaded our growth in the State of Illinois with a concentration on school districts and hospitals. He has successfully grown our relationship with the Rockford School District providing excellent care to the children and ensuring they have a nurse allowing them to go to school. Before taking on this role, Andrew was in charge of all premier accounts, including The New York City Department of Education. This contract is in excess of $10 million annually and works close to 250 employees. Andrew oversaw the daily procedures and was responsible for maximizing RCM’s efforts to their full potential.

Andrew has worked with numerous other multinational organizations in the past and his vast experience has helped RCM grow tremendously this year. He is looking forward to continuing our success with Rockford Board of Education. Andrew is committed to RCM and will be part of the RCM family well beyond the terms of this contract.

Noreen Lingham RN – Clinical Nurse Supervisor
Noreen has 20 years’ experience as a Registered Nurse (RN)

- Currently serves as Clinical Supervisor for RCM Health Care Services and oversees all school districts
- Previous School Nurse – Over seven years experience working with students with a multitude of illnesses and levels of disability (ages preschool through adult)
- Designed and instructed RCM Health Care Staff in all required trainings for the Board of Education. Such trainings included asthma & new HFA protocols, child abuse, diabetes, and infection control that included vaccination programs in the schools.
- Coordinator and trainer of the ‘Nonviolent Physical Crisis Intervention’ program for all RCM School Paraprofessionals working with physically, emotionally and behaviorally challenged students aged 5-21 years
- Noreen will identify the needs of the School District and assign the appropriate Nurses for 1:1 Cases, school trips and daily sick calls. Onsite assessments are completed periodically throughout the school year
- Confer with students, parents and faculty staff regarding health concerns and maintaining confidential information according to HIPAA requirements and FERPA guidelines
- Hospital Setting – 10 years of hospital experience in progressive roles from staff Nurse, off shift charge Nurse to Nurse case manager
- Clinical Instructor – Over two years of instructing nursing assistants in the classroom and skills lab and in the supervisory role on site for clinical externship to prepare for NYS certification exam
- Healthcare consultant – Formatted the medical record system for a new neurological practice with 200+ patient
- CPR, BLS & AED Certified

Christine Carrington, RN – Clinical Manager
Christine has over 28 years experience as a Registered Nurse (RN)
- Licensed in the State of Illinois
- Christine works closely with Noreen to ensure all Nurses are compliant with The Joint Commission and to meet the requirements laid out in the RFP
- Hospital Setting – 16 years of hospital experience in progressive roles from Staff Nurse, Nurse Manager, Staffing Manager, Assistant VP of Nursing to VP of Nursing
- Healthcare Staffing – 12 years; Served as VP of Professional Services for a National Staffing company with responsibility for all clinical programs, clinical resource & support, per diem and traveling credentialing and certification through The Joint Commission
- Healthcare Consultant – Serves as clinical consultant for healthcare staffing companies and assists healthcare staffing companies with preparation and achievement of The Joint Commission certification

Michael Saks - Senior Vice President of Health Care Services
Michael has over 25 years experience in the staffing and executive search industry. Michael also has extensive public and private accounting and audit experience. His combined expertise has been extremely valuable and he consistently audits the quality and value of the outputs for all contracts. Michael oversees all operations for the entire Health Care Services Division.

Marc Chafetz – Vice President
Marc has worked at RCM for over 16 years. He has a Masters in Business Administration from Fordham University in New York where he concentrated in Marketing and Management in Quality Assurance Systems. He has expertise in recruitment, systems design and marketing and has been key to the growth of RCM’s reputation and business. Marc has extensive experience in making sure the RCM’s contracts with all our school districts run smoothly and we continue to exceed expectations.

Sean Powers – School Nurse Recruiter
Sean has eight years of experience as a Health Care Recruiter and supervises the operations within all our school districts. He manages and coordinates over 100 per diem school Nursing professionals on a daily basis and has an extensive history of business. His dedication, knowledge and willingness to learn will be make him a key player when working on this assignment.

Patrick Terranova – School Nurse Recruiter
Patrick has seven years of Nurse-recruitment experience. He co-heads a work force that recruits and interviews Nurses. Patrick’s strength is his ability to identify candidate skills and match them to specific client situations. Patrick started working within RCM’s school division six years ago and neither RCM nor he has looked back.
From day one, he has been a tremendous asset to the School Nursing Team and his skills will be invaluable when working on this contract. Patrick currently oversees all placements in our school districts and pediatric clinics.

**Nicollette Cusmano – Senior School Therapy Recruiter**
Nicollette has worked at RCM for seven years. Nicollette has played a major role in the expansion of RCM’s Related Services contract over her tenure. She is the backbone behind coverage efforts as well as the streamlining of projects and opportunities presented by School Districts. Nicollette has expanded the school nursing team in the last couple of years to reflect the growing needs of nurses in school districts such as Rockford. She is in constant communication with schools, principals, CFNs and supervisors in schools in order to assist them with their overall nursing needs.

**Hollie Williams – School Nurse Recruiter**
Hollie has seven years of experience recruiting Nurses for full time and per diem assignments and is the leading coordinator for RCM and coordinating with Rockford School District. She is highly skilled in evaluating applicants and performing interviews in order to determine experience, skills and qualifications.
Hollie is a valued team player and will continue to be way beyond the terms of this contract. Hollie played a lead role in creating and developing our recruitment plans for Baltimore and Philadelphia School Systems.

**Chiara Brunori – School Nurse Recruiter**
Chiara has been a key member of the RCM team now for two years. Chiara loves to focus on relationship-building with clients, one of the many reasons why she is successful. Chiara continues to bring in Nurses every week placing them in various school systems.

**Claire Warfield – After Hours Contact**
Claire has been employed at RCM for a considerable amount of time and has over 15 years experience as an on-call coordinator. She handles all premier RCM clients and will be a unique contributor to this assignment.

**A Growing Team**
In addition to the team members mentioned, RCM Health Care Services will expand our current panel and employ new staff members to service this contract. The new employees will be part of our exclusive recruitment lineup and will oversee the placement of new nurses. Our teams of experienced recruiters will be on hand to train new employees to ensure every member of RCM is prepared for their roles from day one.
Noreen Lingham, RN

EDUCATION AND CERTIFICATION

<table>
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<tr>
<th>Date</th>
<th>Institution / Certification</th>
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<tbody>
<tr>
<td>9/91-693</td>
<td>Catholic Medical Center School of Nursing - AAS RN</td>
</tr>
<tr>
<td>8/05</td>
<td>NHA Certified Medical Billing and Coding Specialist</td>
</tr>
<tr>
<td>4/02</td>
<td>PRI Certified</td>
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EXPERIENCE

Present
RCM Health Care Services  New York, NY
Clinical Nurse Supervisor
- Provide leadership to 200 Nursing Staff under JCAHO accreditation
- Design RN trainings as per the Board of Education, state law and Board of Nursing requirements
- Supervise school nurses throughout schools across the country
- Facilitate relationship with clients with on-site visits
- Act as a healthcare company representative for business proposals purposes

9/07-4/09
School Nursing Staff
- Kept confidential records of pediatric patients within the school establishment
- Hosted meetings with children and parents compliant with HIPAA and FERPA

4/07-9/07
Comprehensive Resources  Brooklyn
School Nurse, District 75
- Acted as Private Duty Nurse under New York's Individualized Education Plan (IEP)
- Provided services for Nurse substitution needs in State District 75 school system

10/06-4/07
InHealth Staffing Agency  Melville, NY
Hempstead Public School K-5, High School & Special Ed.
School Nurse
- Treated students with urgent needs and chronic conditions
- Prepare student files for IEP meetings for the Committee for Special Education and mandatory reports for Health & Safety and Infectious Disease statistics for NYS

10/06-1/07
Queens Long Island Medical Group (QLMIG) Woodbury Center
Gastroenterology and Oncology Clinics, Staff Nurse
- Initiated peripheral IV lines to access mediports to initiate infusions for fluids, chemotherapeutic agents and blood products
- Monitor patients for signs and symptoms of complications from conscious sedation

ADDITIONAL EXPERIENCE

6/06-9/06
Franklin Career Institute  Hempstead, NY
CNA Instructor

4/04-4/06
Access Careers, Health Care Division  Long Island, Queens, Brooklyn
Primary Care Instructor

10/01-9/03
Nassau University Medical Center  East Meadow, NY
RN Case Manager

10/93-10/01
Nassau County Medical Center  East Meadow, NY
Staff RN

RELATED INTERESTS
16 year volunteer with NYS Parks Games for the Physically Challenged
12 years Medical Team member
Baby Safe Haven member, AMT Children of Hope Infant Burial Foundation

REFERENCES AVAILABLE UPON REQUEST
Nursing Coverage

Nursing Coverage is vital, especially in a school district. It is our goal to ensure all children receive the upmost care on a daily basis and, at the same time, participate in the right to learn and attend school.

Our Contract Administrator and recruiters are available 24 hours per day, seven days per week. In order to ensure coverage is provided and to have an effective means of communication, the Project Coordinator and Nursing Supervisor will be in the office by 8:00am. For communication BEFORE 8:00am and AFTER 6:00pm, all RCM staff will be equipped with PDAs that are required to be active and available at all times. In addition, our on call staffing coordinator, Claire Warfield, is available to receive calls and communicate with all RCM staff from 6:00pm – 8:00am. This has been an outstanding resource and has been very well received by many of our premier clients.

The cycle below highlights our coverage process:

1. Nurses contact the following:
   • Claire Warfield (24/7)
   • RCM Nursing Team

2. RCM Staff Member contacts the school / parent

3. RCM Team contacts internal pool of per diem nurses.

School District Personnel is updated via the daily coverage report

RCM is PREPARED for any scenario, i.e. a Nurse calling out sick, a parent informing us that their child will not be attending school or the school calling to cancel or replace a Nurse.

Every day we have approximately 35-40 Nurses on call whom are available for emergency coverage. Our team has developed a band of Nurses for each client which in turn helps us continuously exceed the expected requirements. We will use the same call-out process when working on this contract.
A detailed report (below) is sent daily to the school district listing the names of the schools and the Nurses working. Certain names will be highlighted and will represent coverage, i.e. when the regular Nurse has called out sick and a substitute has filled her position. We have found this report to be an invaluable tool in other school districts and hope to use the same report while working with Rockford Board of Education.

The daily coverage report can also be used to measure performance. The table can help develop workflow reports to track performance specifically for this contract. Spreadsheet reports will show the number of positions filled sorted by school district.

The reports will be reviewed by the Senior Vice President and Vice President of the organization. They are evaluated on a monthly basis so the systems can be refined to maximize output and fulfillment. From these reports, we will produce success ratios and efficiency equations. The reports used in other school districts have proven to be a huge success.

<table>
<thead>
<tr>
<th>School Number</th>
<th>School</th>
<th>Nurse</th>
<th>Sub. Nurse</th>
<th>Client ID</th>
<th>Confirmation Number</th>
<th>Placement</th>
<th>Comment</th>
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<tbody>
<tr>
<td>432</td>
<td>Coppin Academy</td>
<td>Andrew Hay</td>
<td>Jane Doe</td>
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<td>34208</td>
<td>LPN</td>
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<tr>
<td>434</td>
<td>Liberal Arts Academy</td>
<td>Noreen Lingham</td>
<td>Jane Dade</td>
<td>000-000-000</td>
<td>65525</td>
<td>RN</td>
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<tr>
<td>424</td>
<td>Thurgood Marshall</td>
<td>Jennifer Rice</td>
<td>Noreen Lingham</td>
<td>000-000-000</td>
<td>31390</td>
<td>RN</td>
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<tr>
<td>425</td>
<td>Heritage High</td>
<td>Hollie Williams</td>
<td>Chris Sullivan</td>
<td>000-000-000</td>
<td>31423</td>
<td>LPN</td>
<td></td>
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<tr>
<td>450</td>
<td>Frederick Douglass</td>
<td>Jessica Pressel</td>
<td>Pam Beezley</td>
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<td>RN</td>
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<tr>
<td>426</td>
<td>Doris Johnson</td>
<td>Nicollette Cusmano</td>
<td>Debra Romano</td>
<td>000-000-000</td>
<td>34782</td>
<td>LPN</td>
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</tr>
</tbody>
</table>

When a Nurse works with a student for a considerable amount of time they can develop a close bond with the child and this is something we will want to continue with all Nurses we hire. The majority of our nurses have been caring for the children for some time now so it will be essential for them to remain with their current cases.

When our Nurses undertake our internal education and training programs we review the importance and consequence of calling out sick. We want to tackle issues before they arise hence why we take proactive steps before the nurse starts work. Fortunately, our rigorous recruitment process pays off and we have excellent Nurses who, historically, rarely call out. If they do take a day off, RCM asks that they give advanced notice.

No matter what happens, the child, the parents, the Nurses and Rockford Board of Education will be updated on a daily basis via phone, fax or email. RCM Health Care Services has the vast experience and extensive pool of highly qualified Nurses to ensure the success of this contract. Our experience and proven track record reflects our commitment to service and excellence while accomplishing your goals in a cost effective manner.
Quality Assurance

Recruiting health care professionals is one of the pillars of this company and of the staffing industry in general. Without the continuous flow of new staff, our business will not grow. RCM Health Care Services' dedication to quality assurance guarantees that our clients achieve their staffing goals in a cost effective manner underscored by a commitment to service and excellence. As always, RCM strives to have the best services in the industry.

RCM’s highly skilled professional recruiters conduct a search and selection process that is uniquely tailored to the characteristics most important to our clients, from specific expertise to interpersonal skills. All healthcare professionals complete a rigorous screening and competency assessment process.

Application Process
All nursing professionals shall meet The Joint Commission requirements and hold the following credentials when servicing this contract:

- Professional License with no current disciplinary action, verified by Illinois state board
- Proof of current CPR certification
- Advanced certifications (ACLS, PALS, NRP) per client request
- Employment application and/or Resume which includes work experience and educational background.
- Additional certifications as required for specialty area
- Minimum of one satisfactory reference or work verification that validates RCM’s minimum work experience requirement.
- School Nurse Specialty Skills checklist
- Competency exam in the appropriate specialty area
- School Pharmacology exam, RNs and LPNs
- RCM Patient Confidentiality Agreement
- In-service Module Acknowledgement/Documentation - JC/OSHA modules (body mechanics, fire and electrical safety, infection control, MSDS, etc).
- Performance evaluations
- I9
- W4
- Identification Photo
- Criminal background check per requirements set by Rockford Board of Education
- E Verify Background Check

RCM confidential health file contains the following:

- Drug Screen Results when required by client
- Annual Physical/Health Clearance
- Annual TB test or negative chest X-ray and TB Questionnaire
- MMR immunization and/or Rubella, Rubeola and Mumps titers when required by client
- Varicella titer or documentation of disease when required by client
- Hepatitis B declination and/or Hepatitis B immunization series and/or Hepatitis B titer
**Education & Training**

Once a Nurse has been selected and the application process is complete, our team works to finalize the profile to ensure their report meets the requirements set by The Joint Commission.

One of the final stages includes our online examination site. The tests cover a range of specialties. For a nursing professional working within a school district they would include:

- **Core Mandatory I - Subjects that include**, but not limited to, **Body Mechanics / Ergonomics, Infection Control Bloodborne Pathogens and HIPAA**

- **Core Mandatory II - Subjects that include**, but not limited to, **National Safety Patient Goals 2010, Age Specific and Cultural Diversity**

- **RN / LPN Pediatric Pharmacology**

- **Pediatric Diabetes**

- **School Nurse Skills Check List**

The tests are geared towards **School Nurses at all levels (RN, LPN)**. The exams provide us with a better idea as to the competency of the Nurse and whether they would be the right fit for a school system.

Once the profile is complete and the Nurse has passed each test, he/she speaks with our school nursing team then orient with a member of our clinical team. During orientation nurses will find themselves learning about some of the following topics:

<table>
<thead>
<tr>
<th>Ventilator Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tracheostomy</td>
</tr>
<tr>
<td>Bladder Catheterizations</td>
</tr>
<tr>
<td>Diabetes</td>
</tr>
<tr>
<td>Asthma</td>
</tr>
<tr>
<td>Infection Control</td>
</tr>
<tr>
<td>Child Abuse</td>
</tr>
<tr>
<td>HIPAA / FERPA</td>
</tr>
<tr>
<td>Administering Medication</td>
</tr>
</tbody>
</table>

In addition to educating our Nurses, our Clinical Management Team assesses each Nurse to ensure they are physically fit and can exceed the standards set by RCM. We want to ensure that our Nurses are capable of exceeding the tasks we set for them and will in no way endanger the child. **Our promise and commitment from day one is to ensure the children receive the best care.**

RCM is committed to protecting the privacy, confidentiality and security (education, employment and health) for clients, employees and patients. This policy is designed to assure compliance with applicable state and federal laws and regulations. For example:

1. **The Federal Privacy Act** of 1974 safeguards individual privacy by regulating the collection, maintenance, use and dissemination of personal information.
2. **The Health Insurance Portability and Accountability Act** of 1996 (HIPAA) addresses the confidentiality of health information and records.

3. **Family Educational Rights and Privacy Act** of 1974 (FERPA) protects the privacy of student's personally identifiable information.

All Nurses are required to review governmental guidelines regarding HIPAA and FERPA. *Confidentiality* is essential and we want to ensure our Nurses are fluent when it comes to both clinical issues and paperwork. All RCM Health Care Service personnel are required to conduct our online nursing exams and topics such as HIPAA are covered. The tests are conducted on an annual basis as part of our *further education program*. *School Documentation* is imperative and it is important our Nurses know how to complete all paperwork assigned to them. Topics covered include IEP’s (Individual Education Plan), **Section 504, HIPAA and FERPA**.

The school nurses of RCM play a full participatory role in all aspects of IEP Meetings (if invited) for the students under their care. The IEP or Individualized Educational Plan is a legally binding document that spells out exactly what special education services the child or children will receive and why. It includes the child’s classification, placement services such as a 1:1 Nurse or aide for school, transportation or both, therapy services needed, academic and behavioral goals, a behavior plan if needed, percentage of time in regular education and progress reports from teachers and therapists.

This plan is specific to each individual child, not the needs of the teacher, school or district. Goals, modifications, accommodations, personnel, and placement should all be selected enforced and maintained with the particular needs of each child in mind.

Noreen will assess the Nurse and will be the person who ultimately decides whether they are competent enough to care for children in a school district.

Our Clinical Management Team is instrumental in training our Nurses and Noreen’s methodical approach is one of the reasons why we have been so successful in growing our relationships with school districts.

Throughout her tenure at RCM, Noreen has been a tremendous asset and will play a key role in this assignment. The training sessions conducted by Noreen have *surpassed the requirements laid out by our current school districts* and allow our Nurses to be more than ready to handle any ad hoc issues that come about in the school. In addition to orientating the Nurses, Noreen, or a member of her team, will conduct random visits to ensure the scope of services is being met.

**Retention of Records**

Due to the high turnover of staff in the healthcare staffing industry, RCM follows the procedures listed below in determining the employment status (active vs. inactive) of a therapist.

- Any service provider who has not worked for a period of three months and does not communicate the reason for non-activity during this period shall be considered temporarily inactive.
- Any service provider, who fails to maintain compliance with all expiration dates of credentials, will not be scheduled to work until compliance is achieved.
- Records of all inactive service provider records shall be maintained for a period of 7 years after the last day worked.
Skills Checklists
To protect the safety of the children our Nurses will be caring for and in the interests of Rockford Board of Education, RCM strives to maintain high quality services through pre employment and ongoing competency assessment.

- A skills inventory checklist is to be completed by all healthcare personnel.
- All healthcare personnel shall be required to update their specialty skills checklist annually to ensure that the skills level is maintained.
- Client evaluations of healthcare personnel when received must be maintained as part of the service provider’s ongoing competency assessment.
- If a healthcare professional wants to work in a new skill area, verification of required experience, appropriate competency exam and skills inventory checklist will be required.

Performance Reviews
Performance reviews are essential as we are able to evaluate the performance of our Nurses and obtain feedback from clients. Our priority is to ensure the child is receiving the best care possible and to do everything we can to ensure this happens. The bullet points below will provide a brief insight as to what the review entails:

- Every healthcare professional employed by RCM has a performance evaluation.
- We conduct reviews every quarter.
- RCM will supervise our nurses and observe their competence and ongoing performance of professional service.
- Feedback can be obtained using our Client Performance Assessment form or obtained via phone. If obtained via phone the following information must be documented: name/title of person providing feedback, client facility, feedback comments, date, and name of RCM representative obtaining feedback. Documentation will be maintained in the Nurses’ personnel file.
- Feedback from our clients regarding clinical and/or professional performance is addressed with our service providers immediately. Follow-up with our clients is completed within an appropriate time frame.
- Every health professional employed by RCM will complete annual skills checklists, which apply to their area of work.
- When training needs are identified, an opportunity to complete the training will be provided at the earliest possible occasion.
- The company assesses aspects of service provider’s competence at hire, at performance evaluation and as needed to ensure that service providers have the skills or can develop the skills to perform and continue to perform their duties.
- Clinical Supervisor is responsible to ensure that any areas of development are identified and addressed.
In Summary

RCM Health Care Services understands the unique services associated with all school districts. We have provided quality care to school systems for over 25 years and we know we can exceed the expectations set for us by Rockford Board of Education.

Our experienced school nursing team has a thorough understanding of the levels of care that need to be provided to children and value the importance of following the protocols and practices set by Rockford Board of Education.

RCM Health Care Services is looking forward to establishing a relationship with the Rockford Board of Education.

The RCM Advantage

- Large School Contract Execution Experience
- Public Company Accountability
- Joint Commission Certified
- Significant Client Retention
- 40 Years Proven Success in Healthcare Staffing
- Flexibility in Customized Solutions
- Financial Resources
- Extensive Recruitment Infrastructure
- Quality Assurance Standards Program
- Strategic Partnerships and Alliances
- Understanding of Rockford Needs + Proposed Approach
- Fair and Reasonable Pricing
- Measurable Results
BID OFFER FORM

Addendum(s) Receipt: We acknowledge the receipt of Addendum(s) 3/12/14 to

References:
Bidder to provide three Education references of similar type work that would qualify your firm for this project

Philadelphia School District, 440 N. Broad St. - Philadelphia, PA 19102

Cooper
Company Name/Address/Phone Number 215400 6094

Contact Person

Albuquerque School District, 6400 Uptown Blvd. NE Albuquerque, NM 87110

Wagner
Company Name/Address/Phone Number 505955 9545

Contact Person

Rockford School District, 501 7th St. Rockford IL 6106

Mary Fisher 815966 5754

Company Name/Address/Phone Number

Rockford, IL 61064

Contact Person

Baltimore City Schools, 6900 Park Ave Heights Baltimore, MD 2125

Louise Fink 4436422424

Company Name/Address/Phone Number

Baltimore, MD 2125

Contact Person

Proposal submitted by:

Cent Health Care Services, a Division

Cent Technologies (US) Inc.

Company

Signature of Company Officer (required)

575 5th Ave, 6th Fl.

Michael Saks, Senior Vice President

Address

Typed Name & Title

New York, NY 10018

3/10/14

City, State & Zip Code

Date

917 286 5150

917 286 5151

Phone No.

Fax No.

Andrew May@cent.com

22 - 2069427

E-mail

FEIN

Board of Education
Rockford Public School District 205
Rockford Illinois
IFB No. 14-30
To Whom It May Concern,

RCM Health Care Services has provided full time and per diem nurses to the School District of Philadelphia since 2010. From day one they have provided an outstanding service and exceeded our expectations when providing care to the children of Philadelphia.

The RCM School Nursing Team is outstanding and they are incredibly prompt on returning calls / emails. In addition to providing exceptional communication skills, the RCM team has also proven themselves to be instrumental when speaking with the parents and addressing any concerns they have.

We are incredibly happy with the service RCM Health Care Services has provided and we are looking forward to working with them as we begin the second year of our working relationship. We would highly recommend RCM Health Care Services to other school districts.

Yours truly,

Rhoda H. Cooper, MSN, MA, RN
School Health Coordinator
Letter of Reference

Regarding:

RCM Health Care Services and
Andrew Hay, Manager of Nursing and Rehabilitation Services

February 7, 2011

To Whom it May Concern:

I am a certified school nurse who covers three schools within the School District of Philadelphia. Since September of 2010, RCM Health Care Services has supplied private duty nurses to one of my schools to care for a student with complex medical issues that include Type 1 Diabetes and Celiac Disease. Because I am scheduled at the school only six days per month, the private duty nurses care for this particular student on the days I am not physically at the school.

From a purely clinical standpoint, all the nurses that have provided service have possessed good interpersonal skills, a competent knowledge base in terms of disease process and unusual signs and symptoms to report, as well as the technical skills required for the student's care. They have been prompt, reliable, and have high level communication skills. They have demonstrated the ability to collaborate effectively with other disciplines that include but are not limited to school administrators, teachers, family and caregivers and are able to coordinate care and maintain optimal student safety. This collaboration ultimately supports the education process and maximizes the student outcomes both medically and academically.

My contact person at the agency, Mr. Andrew Hay, has also communicated promptly and effectively through both phone and e-mail to ensure coverage for the student. He has been extremely flexible in providing coverage even during our most recent snow and ice storms, as well as changes relating to the student's frequent absences due to illness and/or hospitalizations. He has gone the extra mile in ensuring that staffing has been consistent, so that the student has not experienced the stress that would be associated with seeing a different face every day.

Although I am not an administrator or the person who approves contracts, I would have to say that I will request RCM again and again if my school district offers me the choice. RCM nurses have been my eyes and ears when I am not physically at the school, parental satisfaction has been high and feedback from school staff has been positive.

Sincerely,

Patricia A. Westerfer, RN, MSN, CSN
School District of Philadelphia
September 15, 2011

To Whom It May Concern,

RCM Health Care Services is currently in a three year contract with Baltimore City Public School System, extending from July 1, 2009 to June 30, 2012, to provide skilled nursing services to individual students identified as medically fragile with specific medical needs as outlined by physician orders. Our contact person has been Mr. Andrew Hay, a very positive communicative with the Office of Interagency Support.

The Office of Interagency Support, responsible for monitoring the services of several agencies providing nursing services for Baltimore City school students, is happy with the services provided by this agency this school year. Mr. Hay has been very responsive to any concerns expressed by school administrators, school health providers and/or parents. He has made immediate contact with the assigned nurses to rectify any identified concerns.

During the current school year, RCM is providing services for five students whose health disabilities include cystic fibrosis, diabetes, congenital abnormality of the urinary system, epilepsy, digestive disorder, tracheotomy care and cerebral palsy. This agency has provided currently licensed nurses with CPR certification and criminal background checks as specified in their contract with The Baltimore City Public School System. Services provided include skilled visits as well as full school day services. Accurate monthly invoices are submitted in a timely fashion.

As representatives of the Office of Interagency Support, Baltimore City Public School System, we recommend RCM Health Care Services for the provision of skilled nursing services to students.

Sincerely,

Louise Fink
Director, Office of Interagency Support

Correan M. Baker
Educational Specialist II, Office of Interagency Support

GREAT KIDS
GREAT SCHOOLS

200 East North Avenue • Baltimore, Maryland 21202 • Visit us on the web at www.baltimorecityschools.org
April 13, 2011

To whom it may concern:

For the past two school years, RCM Health Care Services has provided a Long-Term RN, Peter Brightman, to work as School Nurse, here at PS 128.

Mr. Brightman is a highly skilled and attentive School Nurse. He is kind, patient and considerate of all students. He is informative and helpful to all parents and staff members, as well. Mr. Brightman has also become part of the PS 128 family. He participates in all our school events that are held after school and/or on weekends. For example, in June 2010, he joined us at the American Ballroom Dancing Classrooms Grand Finals held at the Financial Center to support our school dance team.

Mr. Brightman’s professionalism and commitment to the medical field is unparalleled. In addition, the RCM Coordinators and Supervisors have always addressed all our school’s nursing needs and have been very cooperative. I look forward to continuing to work with RCM and Peter Brightman.

Sincerely,

Rosa Argelia Arredondo
Principal
May 3rd, 2011

To whom it may concern:

Since the beginning of the 2010-2011 School Year, RCM Health Care Services has provided a Long-Term School Nurse, Cerasela Shiiba RN, for JHS 157. Ms Shiiba has been ASHR Trained, performs exceptionally well and is an absolute delight to have as a School Nurse. The RCM team has also been highly cooperative and helpful throughout the school year.

I look forward to continued long-term work with RCM and Cerasela Shiiba.

Sincerely,

Vincent Suraci
Vincent Suraci
Principal, JHS 157
May 4th, 2011

To whom it may concern:

Since the start of the 2010-2011 School Year, RCM Health Care Services has provided two of our students with Long-Term 1:1 School Nurses (RNs), Desiree Harry and Michelle Pierre. Both of these nurses perform exceptionally well with their student. The RCM team has also been highly cooperative with continuity of care throughout the school year.

It has been a pleasure working with RCM and their team of talented Registered Nurses.

Sincerely,

______________________________
Barbara Falcone
Director
Education Services
United Cerebral Palsy of NYC
April 29, 2011

To whom it may concern:

For the past several months, RCM Health Care Services has provided Long-Term Related Services for my child, at her school. The Service Provider, Marydalia Mendez, has been adequately trained and performs exceptionally well. Additionally, RCM Coordinators and Supervisors have been very cooperative and tending to both my own and my child's needs and concerns.

I look forward to continued work with RCM and their Service Provider.

Sincerely,

Mrs. Rahesha S. Harrison
May 11, 2011

To Whom It May Concern:

For the past several years, RCM Health Care Services has provided Long-Term RN nursing staff to work at Bronx Lebanon Clinics.

RCM has provided exceptional and adequately trained health care professionals including Long-Term RN's for all of Bronx Lebanon's clinics for coverage and Long-Term assignments.

RCM has shown tremendous professionalism and reliability over the last several years and has become Bronx Lebanon's agency of choice when staffing Health Care and RN assignments.

Sincerely,

Jessica Joseph
Beverly Darr

January 31st 2011

To whom it may concern,

My family and I have been happily working with RCM Health Care Services since September of 2009. They have shown attentiveness and kindness since the day they were assigned my son’s case and made a home visit to greet our family and find out what our needs were exactly. They provide the one to one nurse for my son full time in the Baltimore City Public School System. We have been working with RCM for the last two school years. RCM was able to hire and offer a well deserved pay raise to my son’s full time nurse. My son’s nurse exceeds expectations and has become extremely close to our entire family.

RCM is extremely flexible when working with my family and my son’s special needs. They are also very attentive to my son’s nurse as well, which I truly appreciate. I would absolutely recommend the RCM nursing team services. Overall in the last 2 years my family and I have had nothing but great things to say about RCM and the nurse that cares for my son on a daily basis.

Sincerely,

Beverly Darr
State of Illinois  
DEPARTMENT OF LABOR

The Department of Labor of the State of Illinois, by virtue of the power vested in and the duties imposed upon it by law, does hereby authorize and license the person, firm, or corporation whose name appears on this certificate to engage in the activity indicated below.

Nurse Agency

RCM HEALTH CARE SERVICES
1628 JOHN F. KENNEDY BLVD., SUITE 401
PHILADELPHIA, PA 19103

License No.: 2013-N1247
License Fee: $250.00
Expiration Date: September 15, 2014

Director
CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 09/16/2013

PRODUCER 1-818-539-2300
Arthur J. Gallagher & Co.
Insurance Brokers of California, Inc. License #0726293
505 North Brand Boulevard, Suite 600
Glendale, CA 91203-3944
Dennis Olsen

INSURED RCM Technologies, Inc.
2500 McClellan Ave., Suite 350
Pomona, NJ 08109

CONTACT NAME Megan McArdle
PHONE (Alt. No.) 818-539-1340
FAX (Alt. No.) 818-539-1640
E-MAIL megan.mcardle@ajg.com
INSURER(S) AFFORDING COVERAGE N/A
INSURER A: HOMELAND INS CO OF NY 34452
INSURER B: FEDERAL INS CO 20281
INSURER C: ZURICH AMER INS CO 16535
INSURER D: ACR AMER INS CO 22667

COVERAGES

COVERAGE NUMBER: 35720299

This certificate is issued as a matter of information only and confers no rights upon the certificate holder. This certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by the policies below. This certificate of insurance does not constitute a contract between the issuing insurer(s), authorized representative or producer, and the certificate holder.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

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E-MAIL megan.mcardle@ajg.com
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INSURER C: ZURICH AMER INS CO 16535
INSURER D: ACR AMER INS CO 22667

COVERAGES

COVERAGE NUMBER: 35720299

This is to certify that the policies of insurance listed below have been issued to the insured named above for the policy period indicated. Notwithstanding any requirement, term or condition of any contract or other document with respect to which this certificate may be issued or may pertain, the insurance afforded by the policies described herein is subject to all the terms, exclusions and conditions of such policies. Limits shown may have been reduced by paid claims.

A GENERAL LIABILITY

- COMMERCIAL GENERAL LIABILITY
  - CLAIMS-MADE  X OCCUR
  - X HEALTHCARE & E0

- CENL AGGREGATE LIMIT APPLIES PER:
  - X POLICY
  - X PROJ
  - X LOC

B AUTOMOBILE LIABILITY

- ANY AUTO
  - X ALL OWNED AUTOS
  - X SCHEDULED AUTOS
  - X NON-OWNED AUTOS

C WORKERS COMPENSATION AND EMPLOYERS LIABILITY

- X IN

D PROD LIAB TECH/ENGINEER

- X OCCUR

E EXCESS LIAB

- X CLAIMS-MADE

F MED MALPRACTICE

- X OCCUR

G PROFESSIONAL LIABILITY

- X OCCUR

H E & O

- X OCCUR

I PROFESSIONAL LIABILITY

- X OCCUR

J PROFESSIONAL LIABILITY

- X OCCUR

K PROFESSIONAL LIABILITY

- X OCCUR

L PROFESSIONAL LIABILITY

- X OCCUR

M PROFESSIONAL LIABILITY

- X OCCUR

N PROFESSIONAL LIABILITY

- X OCCUR

O PROFESSIONAL LIABILITY

- X OCCUR

P PROFESSIONAL LIABILITY

- X OCCUR

Q PROFESSIONAL LIABILITY

- X OCCUR

R PROFESSIONAL LIABILITY

- X OCCUR

S PROFESSIONAL LIABILITY

- X OCCUR

T PROFESSIONAL LIABILITY

- X OCCUR

U PROFESSIONAL LIABILITY

- X OCCUR

V PROFESSIONAL LIABILITY

- X OCCUR

W PROFESSIONAL LIABILITY

- X OCCUR

X PROFESSIONAL LIABILITY

- X OCCUR

Y PROFESSIONAL LIABILITY

- X OCCUR

Z PROFESSIONAL LIABILITY

- X OCCUR

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD #1. Additional Remarks Schedule, if more space is required)

Evidence of Insurance only.
Subject to policy terms, conditions, limitations and exclusions.

CERTIFICATE HOLDER

Rockford Board of Education
School District No. 25, 201 South Madison Street
Rockford, IL 61104-2092
USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ACORD 25 (2010/05) The ACORD name and logo are registered marks of ACORD

mcardle 35720299
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$9,317</td>
<td>$14,123</td>
</tr>
<tr>
<td>Accounts receivable, net</td>
<td>55,726</td>
<td>43,706</td>
</tr>
<tr>
<td>Transit accounts receivable</td>
<td>3,953</td>
<td>10,010</td>
</tr>
<tr>
<td>Prepaid expenses and other current assets</td>
<td>1,875</td>
<td>1,965</td>
</tr>
<tr>
<td>Deferred income tax assets, domestic</td>
<td>1,833</td>
<td>541</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td><strong>72,704</strong></td>
<td><strong>70,345</strong></td>
</tr>
</tbody>
</table>

| Property and equipment, net        | 2,291            | 1,880            |

<table>
<thead>
<tr>
<th>Other assets:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Deposits</td>
<td>159</td>
<td>244</td>
</tr>
<tr>
<td>Goodwill</td>
<td>9,545</td>
<td>9,545</td>
</tr>
<tr>
<td>Intangible assets, net</td>
<td>236</td>
<td>332</td>
</tr>
<tr>
<td>Deferred income tax assets, domestic</td>
<td>1,609</td>
<td>2,202</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td><strong>11,529</strong></td>
<td><strong>12,323</strong></td>
</tr>
</tbody>
</table>

| **Total assets**                   | **$86,524**      | **$84,548**      |

<table>
<thead>
<tr>
<th>Current liabilities:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$9,671</td>
<td>$6,334</td>
</tr>
<tr>
<td>Transit accounts payable</td>
<td>3,905</td>
<td>11,987</td>
</tr>
<tr>
<td>Accrued payroll and related costs</td>
<td>10,104</td>
<td>6,241</td>
</tr>
<tr>
<td>Income taxes payable</td>
<td>404</td>
<td>119</td>
</tr>
<tr>
<td>Deferred income tax liability, foreign</td>
<td>132</td>
<td>73</td>
</tr>
<tr>
<td>Contingent consideration</td>
<td>523</td>
<td>309</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>24,739</strong></td>
<td><strong>25,063</strong></td>
</tr>
</tbody>
</table>

| Contingent consideration           | 407              | 713              |

| **Total liabilities**              | **25,146**       | **25,776**       |

<table>
<thead>
<tr>
<th>Stockholders' equity:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Preferred stock, $1.00 par value; 5,000,000 shares authorized;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>no shares issued or outstanding</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Common stock, $0.05 par value; 40,000,000 shares authorized;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13,892,265 shares issued and 12,418,959 shares outstanding at December 28, 2013 and 13,756,589 shares issued and 12,298,733 shares outstanding at December 29, 2012</td>
<td>695</td>
<td>688</td>
</tr>
<tr>
<td>Additional paid-in capital</td>
<td>110,605</td>
<td>109,390</td>
</tr>
<tr>
<td>Accumulated other comprehensive income</td>
<td>815</td>
<td>1,370</td>
</tr>
<tr>
<td>Accumulated deficit</td>
<td>(43,237)</td>
<td>(45,259)</td>
</tr>
<tr>
<td>Treasury stock common (1,473,306 shares at December 28, 2013 and 1,457,856 shares at December 29, 2012) at cost</td>
<td>(7,500)</td>
<td>(7,417)</td>
</tr>
<tr>
<td><strong>Stockholders' equity</strong></td>
<td><strong>61,378</strong></td>
<td><strong>58,772</strong></td>
</tr>
</tbody>
</table>

| **Total liabilities and stockholders' equity** | **$86,524** | **$84,548** |

The accompanying notes are an integral part of these financial statements.
<table>
<thead>
<tr>
<th></th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$170,778</td>
<td>$145,817</td>
</tr>
<tr>
<td>Cost of services</td>
<td>126,417</td>
<td>106,102</td>
</tr>
<tr>
<td>Gross profit</td>
<td>44,361</td>
<td>39,715</td>
</tr>
<tr>
<td>Operating costs and expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Selling, general and</td>
<td>35,514</td>
<td>33,166</td>
</tr>
<tr>
<td>administrative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Severance and other charges</td>
<td>5,181</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>1,111</td>
<td>1,321</td>
</tr>
<tr>
<td>Operating costs and expenses</td>
<td>41,806</td>
<td>34,487</td>
</tr>
<tr>
<td>Operating income</td>
<td>2,555</td>
<td>5,228</td>
</tr>
<tr>
<td>Other income (expense)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest expense and other, net</td>
<td>(55)</td>
<td>(40)</td>
</tr>
<tr>
<td>Change in contingent</td>
<td>92</td>
<td>135</td>
</tr>
<tr>
<td>consideration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss (gain) on foreign</td>
<td>(5)</td>
<td>7</td>
</tr>
<tr>
<td>currency transactions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other income</td>
<td>32</td>
<td>102</td>
</tr>
<tr>
<td>Income before income taxes</td>
<td>2,587</td>
<td>5,330</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>597</td>
<td>2,103</td>
</tr>
<tr>
<td>Net income</td>
<td>$1,990</td>
<td>$3,227</td>
</tr>
<tr>
<td>Basic and diluted net income</td>
<td>$0.16</td>
<td>$0.26</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
RCM TECHNOLOGIES, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
Fiscal Years Ended December 28, 2013 and December 29, 2012
(Dollars in thousands, except share and per share amounts, unless otherwise indicated)

<table>
<thead>
<tr>
<th></th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>$1,990</td>
<td>$3,227</td>
</tr>
<tr>
<td>Foreign currency translation adjustment</td>
<td>(555)</td>
<td>64</td>
</tr>
<tr>
<td>Comprehensive income</td>
<td>$1,435</td>
<td>$3,291</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
<table>
<thead>
<tr>
<th>Date</th>
<th>Common Stock</th>
<th>Additional Paid-in Capital</th>
<th>Accumulated Other Comprehensive Income</th>
<th>Accumulated Deficit</th>
<th>Treasury Stock</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Shares</td>
<td>Amount</td>
<td></td>
<td></td>
<td>Shares</td>
</tr>
<tr>
<td>Balance, December 31, 2011</td>
<td>13,335,008</td>
<td>$566</td>
<td>$108,203</td>
<td>$1,308</td>
<td>($35,801)</td>
</tr>
<tr>
<td>Issuance of stock under</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>employee stock purchase plan</td>
<td>29,205</td>
<td>2</td>
<td>126</td>
<td>64</td>
<td>128</td>
</tr>
<tr>
<td>Translation adjustment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>64</td>
</tr>
<tr>
<td>Issuance of stock upon</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exercise of stock options</td>
<td>392,376</td>
<td>20</td>
<td>892</td>
<td>169</td>
<td>912</td>
</tr>
<tr>
<td>Stock based compensation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>expense</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Common stock repurchase</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash dividend paid</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dividends declared on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>unvested restricted stock</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>units</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance, December 29, 2012</td>
<td>13,756,589</td>
<td>$688</td>
<td>$109,390</td>
<td>$1,370</td>
<td>($45,259)</td>
</tr>
<tr>
<td>Issuance of stock under</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>employee stock purchase plan</td>
<td>58,176</td>
<td>3</td>
<td>256</td>
<td>(555)</td>
<td>259</td>
</tr>
<tr>
<td>Translation adjustment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Issuance of stock upon</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exercise of stock options</td>
<td>27,500</td>
<td>1</td>
<td>113</td>
<td>(3)</td>
<td>114</td>
</tr>
<tr>
<td>Stock based compensation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>expense</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Common stock repurchase</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dividends forfeited on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>restricted stock awards</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance, December 28, 2013</td>
<td>13,892,265</td>
<td>$695</td>
<td>$110,605</td>
<td>$815</td>
<td>($43,237)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
# RCM Technologies, Inc. and Subsidiaries
## Consolidated Statements of Cash Flows
### Fiscal Years Ended December 28, 2013 and December 29, 2012
*(Dollars in thousands unless otherwise indicated)*

<table>
<thead>
<tr>
<th>Cash flows from operating activities:</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>$1,990</td>
<td>$3,227</td>
</tr>
</tbody>
</table>

Adjustments to reconcile net income to net cash provided by operating activities:

<table>
<thead>
<tr>
<th>operating activities:</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciation and amortization</td>
<td>1,111</td>
<td>1,321</td>
</tr>
<tr>
<td>Change in contingent consideration</td>
<td>(92)</td>
<td>(135)</td>
</tr>
<tr>
<td>Stock-based compensation expense</td>
<td>849</td>
<td>169</td>
</tr>
<tr>
<td>Provision for losses on accounts receivable</td>
<td>(531)</td>
<td>117</td>
</tr>
<tr>
<td>Deferred income tax expense</td>
<td>(634)</td>
<td>781</td>
</tr>
<tr>
<td>Changes in assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(12,473)</td>
<td>(4,693)</td>
</tr>
<tr>
<td>Transit accounts receivable</td>
<td>6,073</td>
<td>(6,981)</td>
</tr>
<tr>
<td>Prepaid expenses and other current assets</td>
<td>46</td>
<td>160</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>3,676</td>
<td>370</td>
</tr>
<tr>
<td>Transit accounts payable</td>
<td>(8,052)</td>
<td>8,958</td>
</tr>
<tr>
<td>Accrued payroll and related costs</td>
<td>3,951</td>
<td>376</td>
</tr>
<tr>
<td>Income taxes payable</td>
<td>294</td>
<td>(106)</td>
</tr>
</tbody>
</table>

Total adjustments                          | (5,782)           | 337               |

Net cash (used in) provided by operating activities | (3,792) | 3,564 |

<table>
<thead>
<tr>
<th>Cash flows from investing activities:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Property and equipment acquired</td>
<td>(1,406)</td>
<td>(511)</td>
</tr>
<tr>
<td>Decrease (increase) in deposits</td>
<td>84</td>
<td>(45)</td>
</tr>
<tr>
<td>Cash paid for acquisition</td>
<td></td>
<td>(1,292)</td>
</tr>
</tbody>
</table>

Net cash used in investing activities       | (1,322)           | (1,848)           |

<table>
<thead>
<tr>
<th>Cash flows from financing activities:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sale of stock for employee stock purchase plan</td>
<td>259</td>
<td>128</td>
</tr>
<tr>
<td>Exercise of stock options</td>
<td>114</td>
<td>912</td>
</tr>
<tr>
<td>Common stock repurchases</td>
<td>(83)</td>
<td>(4,704)</td>
</tr>
<tr>
<td>Dividends paid to shareholders</td>
<td>(12,335)</td>
<td></td>
</tr>
</tbody>
</table>

Net cash provided by (used in) financing activities | 290 | (15,999) |

Effect of exchange rate changes on cash and cash equivalents | 18 | (11) |

Decrease in cash and cash equivalents | (4,806) | (14,294) |

Cash and cash equivalents at beginning of period | 14,123 | 28,417 |

Cash and cash equivalents at end of period | $9,317  | $14,123 |

Supplemental cash flow information:

<table>
<thead>
<tr>
<th>Cash paid for:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>$66</td>
<td>$42</td>
</tr>
</tbody>
</table>

Income taxes                               | $1,702            | $1,939            |

Non-cash investing activities:

| Contingent consideration recorded at date of acquisition | $ - | $930 |
| Above market value lease assumed in acquisition         | $ - | $469 |
| Fixed assets acquired in acquisition                    | $ - | $28 |

Non-cash financing activities:

| Dividend declared but unpaid on unvested restricted stock units | $ - | $350 |
| Dividends forfeited                                          | ($32) | $ - |
| Vesting of restricted stock units                           | $334 | $ - |

The accompanying notes are an integral part of these financial statements.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Description of Business and Basis of Presentation

RCM Technologies, Inc. (the "Company" or "RCM") is a premier provider of business and technology solutions designed to enhance and maximize the operational performance of its customers through the adaptation and deployment of advanced engineering and information technology services. Additionally, the Company provides specialty health care staffing services through its Specialty Health Care Services group. RCM's offices are primarily located in major metropolitan centers throughout North America.

The consolidated financial statements are comprised of the accounts of the Company and its wholly owned subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.

Cash and Cash Equivalents

The Company considers its holdings of highly liquid money-market instruments and certificates of deposits to be cash equivalents if the securities mature within 90 days from the date of acquisition. These investments are carried at cost, which approximates fair value. The Company's cash balances are maintained in accounts held by major banks and financial institutions. The majority of these balances exceed federally insured amounts. At December 28, 2013 and December 29, 2012, $3.3 million and $3.1 million, respectively, of cash and cash equivalents were held in Canadian banks.

Fair Value of Financial Instruments

The Company's carrying value of financial instruments, consisting primarily of accounts receivable, transit accounts receivable, accounts payable, transit accounts payable and accrued expenses, approximates fair value due to their liquidity or their short-term nature. The Company does not have derivative products in place to manage risks related to foreign currency fluctuations for its foreign operations or for interest rate changes.

Accounts Receivable and Allowance for Doubtful Accounts

The Company's accounts receivable are primarily due from trade customers. Credit is extended based on evaluation of customers' financial condition and, generally, collateral is not required. Accounts receivable payment terms vary and are stated in the financial statements at amounts due from customers net of an allowance for doubtful accounts. Accounts outstanding longer than the payment terms are considered past due. The Company determines its allowance by considering a number of factors, including the length of time trade accounts receivable are past due, the Company's previous loss history, the customer's current ability to pay its obligation to the Company, and the condition of the general economy and the industry as a whole. The Company writes off accounts receivable when they become uncollectible, and payments subsequently received on such receivables previously written off are credited to bad debt expense.

Accrued and Unbilled Accounts Receivable and Work-in-Process

Unbilled receivables primarily represent revenues earned whereby those services are ready to be billed as of the balance sheet ending date. Work-in-process primarily represents revenues earned under contracts which the Company is contractually precluded from invoicing until future dates as project milestones are realized. See Note 4 for further details.
I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Transit Receivables and Transit Payables

From time to time, the Company’s Engineering segment enters into agreements to provide, among other things, construction management and engineering services. Pursuant to these agreements, the Company: a) engages subcontractors to provide construction services; b) typically earns a fixed percentage of the total project value as a management fee and c) assumes no ownership or risks of inventory. In such situations, the Company acts as an agent under the provisions of “Overall Considerations of Reporting Revenue Gross as a Principal versus Net as an Agent” and therefore recognizes revenue on a “net basis.” Under the terms of the agreements, the Company is not typically required to pay the subcontractor until after the corresponding payment from the Company’s end client is received. Upon invoicing the end client on behalf of the subcontractor the Company records this amount simultaneously as both a “transit account receivable” and “transit account payable” as the amount (when paid to the Company) is due to and generally paid to the subcontractor within a few days. At any given point in time, the Company’s transit accounts receivable usually equal the transit accounts payable. However, the transit accounts payable will occasionally exceed the transit accounts receivable due to timing differences.

Property and Equipment

Property and equipment are stated at cost net of accumulated depreciation and amortization and are depreciated on the straight-line method at rates calculated to provide for retirement of assets at the end of their estimated useful lives. The Company’s ERP software system, installed in 1999 and upgraded in 2004, is being depreciated over fifteen years. The Company’s VOIP telephone system, the installation of which was substantially complete at the end of 2010, is being depreciated over seven years. All other hardware and software as well as furniture and office equipment is depreciated over five years. Leasehold improvements are depreciated over the shorter of the estimated life of the asset or the lease term. The Company anticipates that it will enhance its current financial reporting and accounting system platform sometime in fiscal 2014.

Intangible Assets

The Company’s intangible assets have been generated through acquisitions. The Company maintains responsibility for valuing and determining the useful life of intangible assets and typically engages a third party valuation firm to assist them. As a general rule, the Company amortizes restricted covenants over four years and customer relationships over six years. However, circumstances may dictate other amortization terms as determined by the Company and their third party advisors.
I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Goodwill

Goodwill represents the premium paid over the fair value of the net tangible and intangible assets acquired in business combinations. The Company is required to assess the carrying value of its reporting units that contain goodwill at least on an annual basis in order to determine if any impairment in value has occurred. The Company has the option to first assess qualitative factors to determine whether it is necessary to perform a two-step impairment test. An assessment of those qualitative factors or the application of the goodwill impairment test requires significant judgment including but not limited to the assessment of the business, its management and general market conditions, estimation of future cash flows, which is dependent on internal forecasts, estimation of the long-term rate of growth for the businesses, the useful life over which cash flows will occur and determination of weighted average cost of capital. Changes in these estimates and assumptions could materially affect the determination of fair value and/or conclusions on goodwill impairment for each reporting unit. The Company formally assesses these qualitative factors and, if necessary, conducts its annual goodwill impairment test as of the last day of the Company’s fiscal November each year, or more frequently if indicators of impairment exist. The Company periodically analyzes whether any such indicators of impairment exist. A significant amount of judgment is involved in determining if an indicator of impairment has occurred. Such indicators may include a sustained, significant decline in share price and market capitalization, a decline in expected future cash flows, a significant adverse change in legal factors or in the business climate, unanticipated competition, a material change in management or its key personnel and/or slower expected growth rates, among others. Due to the thin trading of the Company stock in the public marketplace and the impact of the control premium held by a relatively few shareholders, the Company does not consider the market capitalization of the Company the most appropriate measure of fair value of goodwill for our reporting units. The Company looks to earnings/revenue multiples of similar companies recently completing acquisitions and the ability of our reporting units to generate cash flows as better measures of the fair value of our reporting units. The Company determined there was no impairment during the fiscal years ended December 28, 2013 and December 29, 2012. In both years, the Company determined that was only necessary to assess qualitative factors and therefore did not perform a two-step impairment test.

Long-Lived Assets

The Company accounts for long-lived assets in accordance with “Accounting for the Impairment or Disposal of Long-Lived Assets.” Management periodically reviews the carrying amounts of long-lived assets to determine whether current events or circumstances warrant adjustment to such carrying amounts. Any impairment is measured by the amount that the carrying value of such assets exceeds their fair value, primarily based on estimated discounted cash flows. Considerable management judgment is necessary to estimate the fair value of assets. Assets to be disposed of are carried at the lower of their financial statement carrying amount or fair value, less cost to sell.

Software

In accordance with “Accounting for Costs of Computer Software Developed or Obtained for Internal Use,” certain costs related to the development or purchase of internal-use software are capitalized and amortized over the estimated useful life of the software. During the fiscal years ended December 28, 2013 and December 29, 2012, the Company capitalized approximately $443 and $101, respectively, for software costs. At December 28, 2013 the net balance after accumulated depreciation for all software costs capitalized was $505.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Income Taxes

The Company makes judgments and interpretations based on enacted tax laws, published tax guidance, as well as estimates of future earnings. These judgments and interpretations affect the provision for income taxes, deferred tax assets and liabilities and the valuation allowance. We evaluated the deferred tax assets and determined on the basis of objective factors that the net assets will be realized through future years’ taxable income. In the event that actual results differ from these estimates and assessments, additional valuation allowances may be required.

The Company accounts for income taxes in accordance with “Accounting for Income Taxes” which requires an asset and liability approach of accounting for income taxes. “Accounting for Income Taxes” requires assessment of the likelihood of realizing benefits associated with deferred tax assets for purposes of determining whether a valuation allowance is needed for such deferred tax assets. The Company and its wholly owned U.S. subsidiaries file a consolidated federal income tax return. The Company also files tax returns in Canada and Ireland.

The Company also follows the provisions of “Accounting for Uncertainty in Income Taxes” which prescribes a model for the recognition and measurement of a tax position taken or expected to be taken in a tax return, and provides guidance on derecognition, classification, interest and penalties, disclosure and transition. The Company’s policy is to record interest and penalty, if any, as interest expense.

Revenue Recognition

The Company derives its revenues from several sources. The Company’s Engineering Services and Information Technology Services segments perform consulting and project solutions services. All of the Company’s segments perform staff augmentation services and derive revenue from permanent placement fees. The majority of the Company’s revenues are invoiced on a time and materials basis.

Project Services

The Company recognizes revenues in accordance with “Revenue Recognition” which clarifies application of U.S. generally accepted accounting principles to revenue transactions. Project services are generally provided on a cost-plus, fixed-fee or time-and-material basis. Typically, a customer will outsource a discrete project or activity and the Company assumes responsibility for the performance of such project or activity. The Company recognizes revenues and associated costs on a gross basis as services are provided to the customer and costs are incurred using its employees. The Company, from time to time, enters into contracts requiring the completion of specific deliverables. The Company may recognize revenues on these deliverables at the time the client accepts and approves the deliverables. In instances where project services are provided on a fixed-price basis and the contract will extend beyond a 12-month period, revenue is recorded in accordance with the terms of each contract. In some instances, revenue is billed at the time certain milestones are reached, as defined in the contract. Revenues under these arrangements are recognized as the costs on these contracts are incurred. Amounts invoiced in excess of revenues recognized are recorded as deferred revenue, included in accounts payable and accrued expenses on the accompanying balance sheets. In other instances, revenue is billed and recorded based upon contractual rates per hour (i.e., percentage of completion). In addition, some contracts contain “Performance Fees” (bonuses) for completing a contract under budget. Performance Fees, if any, are recorded when earned. Some contracts also limit revenues and billings to specified maximum amounts.

Provision for contract losses, if any, are made in the period such losses are determined. For contracts where there is a deliverable, the work is not complete on a specific deliverable and the revenue is not recognized, the costs are deferred. The associated costs are expensed when the related revenue is recognized.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue Recognition (Continued)

See description of revenue recognition policy for construction management and engineering services above in “transit receivables and transit payables.” Such revenues recognized were approximately 18.0% of total revenues for the year ended December 28, 2013 as compared to 10.5% for the prior year.

Consulting and Staffing Services

Revenues derived from consulting and staffing services are recorded on a gross basis as services are performed and associated costs have been incurred using employees of the Company. These services are typically billed on a time and material basis.

In certain cases, the Company may utilize other companies and their employees to fulfill customer requirements. In these cases, the Company receives an administrative fee for arranging for, billing for, and collecting the billings related to these companies. The customer is typically responsible for assessing the work of these companies who have responsibility for acceptability of their personnel to the customer. Under these circumstances, the Company’s reported revenues are net of associated costs (effectively recognizing the net administrative fee only).

Transit Receivables and Transit Payables

From time to time, the Company’s Engineering segment enters into agreements to provide, among other things, construction management and engineering services. In certain circumstances, the Company may acquire equipment as a purchasing agent for the client for a fee. Pursuant to these agreements, the Company may: a) engage subcontractors to provide construction or other services or contracts with manufacturers on behalf of the Company’s clients to procure equipment or fixtures; b) typically earns a fixed percentage of the total project value or a negotiated mark-up on subcontractor or procurement charges as a fee and c) assumes no ownership or risks of inventory. In such situations, the Company acts as an agent under the provisions of “Overall Considerations of Reporting Revenue Gross as a Principal versus Net as an Agent” and therefore recognizing revenue on a “net-basis.” The Company records revenue on a “net” basis on relevant engineering and construction management projects, which require subcontractor/procurement costs or transit costs. In those situations, the Company charges the client a negotiated fee, which is reported as net revenue when earned. Similarly, the Company’s Information Technology segment acts as an agent for a major staffing client. The Company manages the staffing requirements for a division of the client and numerous staffing agencies provide staff and the Company collects a service fee. During the fifty-two week period ended December 28, 2013, total gross billings, including both transit cost billings and the Company’s earned fees, was $67.3 million, for which the Company recognized $30.7 million of its net fee as revenue. During the fifty-two week period ended December 29, 2012, total gross billings, including both transit cost billings and the Company’s earned fees, was $64.8 million, for which the Company recognized $15.3 million of its net fee as revenue.

Under the terms of the agreements, the Company is typically not required to pay the subcontractor under its Engineering contracts or staffing agencies under the Information Technology contract until after the corresponding payment from the Company’s client is received. Upon invoicing the end client on behalf of the subcontractor or staffing agency the Company records this amount simultaneously as both a “transit account receivable” and “transit account payable” as the amount when paid to the Company is due to and generally paid to the subcontractor within a few days. The Company typically does not pay a given transit account payable until the related transit account receivable is collected. The Company’s transit accounts payable usually exceeds the Company’s transit accounts receivable but absolute amounts and spreads fluctuate significantly from quarter to quarter in the normal course of business. The transit accounts receivable was $4.0 million and related transit accounts payable was $3.9 million, a net receivable of $0.1 million, as of December 28, 2013. The transit accounts receivable was $10.0 million and related transit accounts payable was $12.0 million, a net payable of $2.0 million, as of December 29, 2012.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue Recognition (Continued)

Permanent Placement Services
The Company earns permanent placement fees from providing permanent placement services. Fees for placements are recognized at the time the candidate commences employment. The Company guarantees its permanent placements on a prorated basis for 90 days. In the event a candidate is not retained for the 90-day period, the Company will provide a suitable replacement candidate. In the event a replacement candidate cannot be located, the Company will provide a prorated refund to the client. An allowance for refunds, based upon the Company’s historical experience, is recorded in the financial statements. Revenues are recorded on a gross basis. Such revenues are not significant for the years ended December 28, 2013 and December 29, 2012.

Concentration
During the fiscal year ended December 28, 2013, Ontario Power Group (the Company primarily services Ontario Power Generation as a subcontractor through Black and McDonald Limited) and United Technologies Corporation accounted for 18.6% and 12.6% of the Company’s revenues, respectively, and as of December 28, 2013 represented 21.8% and 5.3% of the Company’s accounts receivable, net. No other customer accounted for 10% or more of the Company’s revenues. As of December 28, 2013, New York Power Authority total accounts receivable balance (including transit accounts receivable of $2.2 million) was $10.2 million or 16.6% of the total of accounts receivable, net and transit accounts receivable. No other customer accounted for 10% or more of the Company’s accounts receivable, net. The Company’s five, ten and twenty largest customers accounted for approximately 45.2%, 56.5% and 65.6%, respectively, of the Company’s revenues for fiscal year ended December 28, 2013.

During the fiscal year ended December 29, 2012, United Technologies Corporation accounted for 11.8% of the Company’s revenues and as of December 29, 2012 represented 7.5% of the Company’s accounts receivable, net. No other customer accounted for 10% or more of the Company’s revenues. As of December 29, 2012, New York Power Authority total accounts receivable balance (including transit accounts receivable of $6.9 million) was $12.5 million or 23.3% of the total of accounts receivable, net and transit accounts receivable. As of December 29, 2012, Ontario Power Generation’s total accounts receivable balance (including transit accounts receivable of $1.9 million) was $6.3 million or 11.8% of the total of accounts receivable, net and transit accounts receivable. No other customer accounted for 10% or more of the Company’s accounts receivable, net. The Company’s five, ten and twenty largest customers accounted for approximately 37.4%, 46.9% and 57.5%, respectively, of the Company’s revenues for fiscal year ended December 29, 2012.

Foreign Currency Translation
The functional currency of the Company’s Canadian subsidiary is the local currency. Assets and liabilities are translated at period-end exchange rates. Income and expense items are translated at weighted average rates of exchange prevailing during the year. Any translation adjustments are included in the accumulated other comprehensive income account in stockholders’ equity. Transactions executed in different currencies resulting in exchange adjustments are translated at spot rates and resulting foreign exchange transaction gains and losses are included in the results of operations.

Comprehensive Income
Comprehensive income consists of net income and foreign currency translation adjustments.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Per Share Data

Basic net income per share is calculated using the weighted-average number of common shares outstanding during the period. Diluted net income per share is calculated using the weighted-average number of common shares plus dilutive potential common shares outstanding during the period. Potential dilutive common shares consist of stock options and other stock-based awards under the Company’s stock compensation plans, when their impact is dilutive. Because of the Company’s capital structure, all reported earnings pertain to common shareholders and no other adjustments are necessary.

Share - Based Compensation

The Company recognizes share-based compensation over the vesting period of an award based on fair value at the grant date determined using the Black-Scholes option pricing model. Certain assumptions are used to determine the fair value of stock-based payment awards on the date of grant and require subjective judgment. Because employee stock options have characteristics significantly different from those of traded options, and because changes in the input assumptions can materially affect the fair value estimate, the existing models may not provide a reliable single measure of the fair value of the employee stock options. Management assesses the assumptions and methodologies used to calculate estimated fair value of stock-based compensation when share-based awards are granted. Circumstances may change and additional data may become available over time, which could result in changes to these assumptions and methodologies and thereby materially impact our fair value determination. See Note 11 for additional share-based compensation information.

Restricted stock units are recognized at their fair value. The amount of compensation cost is measured on the grant date fair value of the equity instrument issued. The Compensation cost of the restricted stock units is recognized over the vesting period of the restricted stock units on a straight-line basis. Restricted stock units typically include dividend accrual equivalents, which means that any dividends paid by the Company during the vesting period become due and payable after the vesting period assuming the grantee’s restricted stock unit fully vests. Dividends for these grants are accrued on the dividend payment dates and included in accounts payable and accrued expenses on the accompanying consolidated balance sheet. Dividends for restricted share units that ultimately do not vest are forfeited.

Advertising Costs

Advertising costs are expensed as incurred. Total advertising expense was $490 and $497 for the fiscal years ended December 28, 2013 and December 29, 2012, respectively.

2. FISCAL YEAR

The Company follows a 52/53 week fiscal reporting calendar ending on the Saturday closest to December 31. Both fiscal years ended December 28, 2013 (fiscal 2013) and December 29, 2012 (fiscal 2012) were a 52-week reporting years.
3. USE OF ESTIMATES AND UNCERTAINTIES

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, revenues and expenses and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

The Company uses estimates to calculate an allowance for doubtful accounts on its accounts receivables, adequacy of reserves, the tax rate applied and the valuation of certain assets and liability accounts. These estimates can be significant to the operating results and financial position of the Company.

The Company has risk participation arrangements with respect to workers compensation and health care insurance. The amounts included in the Company’s costs related to this risk participation are estimated and can vary based on changes in assumptions, the Company’s claims experience or the providers included in the associated insurance programs.

The Company can be affected by a variety of factors including uncertainty relating to the performance of the general economy, competition, demand for the Company’s services, adverse litigation and claims and the hiring, training and retention of key employees.

**Fair Value of Financial Instruments**

The Company’s carrying value of financial instruments, consisting primarily of accounts receivable, transit accounts receivable, accounts payable and accrued expenses, and transit accounts payable approximates fair value due to their liquidity or their short-term nature. The Company does not have derivative products in place to manage risks related to foreign currency fluctuations for its foreign operations or for interest rate changes.

4. ACCOUNTS RECEIVABLE

The Company’s accounts receivable are comprised as follows:

<table>
<thead>
<tr>
<th></th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Billed</td>
<td>$35,415</td>
<td>$26,600</td>
</tr>
<tr>
<td>Accrued and unbilled</td>
<td>7,895</td>
<td>4,761</td>
</tr>
<tr>
<td>Work-in-progress</td>
<td>13,394</td>
<td>13,552</td>
</tr>
<tr>
<td>Allowance for doubtful accounts and sales discounts</td>
<td>(978)</td>
<td>(1,207)</td>
</tr>
<tr>
<td>Accounts receivable, net</td>
<td>$55,726</td>
<td>$43,706</td>
</tr>
</tbody>
</table>

Unbilled receivables primarily represent revenues earned whereby those services are ready to be billed as of the balance sheet date. Work-in-process primarily represents revenues earned under contracts which the Company contractually invoices at future dates.
5. PROPERTY AND EQUIPMENT

Property and equipment are comprised of the following:

<table>
<thead>
<tr>
<th></th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment and furniture</td>
<td>$2,454</td>
<td>$2,366</td>
</tr>
<tr>
<td>Computers and systems</td>
<td>5,670</td>
<td>5,204</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>633</td>
<td>949</td>
</tr>
<tr>
<td></td>
<td>8,757</td>
<td>8,519</td>
</tr>
<tr>
<td>Less: accumulated depreciation and amortization</td>
<td>6,466</td>
<td>6,639</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>$2,291</td>
<td>$1,880</td>
</tr>
</tbody>
</table>

The Company writes off fully depreciated assets each year. In the fiscal years ended December 28, 2013 and December 29, 2012, write-offs were $1,169 and $1,466, respectively. For the fiscal years ended December 28, 2013 and December 29, 2012, depreciation expense was $995 and $1,193, respectively.

6. ACQUISITIONS

General

The Company has acquired numerous companies throughout its history and those acquisitions have generally included significant future contingent consideration. The Company gives no assurance that it will make acquisitions in the future and if they do make acquisitions gives no assurance that such acquisitions will be successful.

Future Contingent Payments

As of December 28, 2013, the Company had one active acquisition agreement whereby additional contingent consideration may be earned. Effective July 1, 2012 the Company acquired certain assets of BGA, LLC ("BGA") as more fully described below. The Company estimates future contingent payments at December 28, 2013 as follows:

<table>
<thead>
<tr>
<th>Period Ending</th>
<th>Estimated future contingent consideration payments</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 28, 2013</td>
<td>$313</td>
</tr>
<tr>
<td>January 3, 2015</td>
<td>210</td>
</tr>
<tr>
<td>January 2, 2016</td>
<td>222</td>
</tr>
<tr>
<td>December 31, 2016</td>
<td>263</td>
</tr>
<tr>
<td></td>
<td>$1,008</td>
</tr>
</tbody>
</table>

Actual future contingent payments may materially differ from the estimates above. Future contingent payments to be made to BGA are capped at a maximum of $3.0 million cumulatively. The Company estimates future contingent consideration in payments based on forecasted performance and recorded the net present value of those expected payments as of December 28, 2013. The measurement is based on significant inputs that are not observable in the market, which "Fair Value Measurements and Disclosures" (ASU Topic 820-10-35) refers to as Level 3 inputs.
6. ACQUISITIONS (CONTINUED)

Future Contingent Payments (Continued)

During the fiscal years ended December 28, 2013 and December 29, 2012, the Company reduced its liability for contingent consideration by $92 and $135, respectively, which relates to the 2009 acquisition of Project Solutions Group, Inc. and is reflected in other income. The Company paid no contingent consideration during the fiscal years ended December 28, 2013 and December 29, 2012.

<table>
<thead>
<tr>
<th>Description</th>
<th>Short Term</th>
<th>Long Term</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingent consideration balance as of December 29, 2012</td>
<td>$309</td>
<td>$713</td>
<td>$1,022</td>
</tr>
<tr>
<td>Liability reduced in current year</td>
<td>(92)</td>
<td>-</td>
<td>(92)</td>
</tr>
<tr>
<td>Moved from long term to short term</td>
<td>306</td>
<td>(306)</td>
<td>-</td>
</tr>
<tr>
<td>Contingent consideration balance as of December 28, 2013</td>
<td>$523</td>
<td>$407</td>
<td>$930</td>
</tr>
</tbody>
</table>

BGA, LLC

Effective July 1, 2012, the Company purchased the operating assets of BGA. BGA provides comprehensive multidiscipline engineering solutions across numerous industry sectors including Power Generation (both Nuclear and Fossil), Energy Delivery, Energy Management, Architecture, Commercial Building and Manufacturing. The Company believes that the BGA assembled workforce consists of highly trained and experienced engineers who will greatly assist RCM in executing future growth in revenues. The business acquired in the BGA acquisition will operate as part of the Company’s Engineering segment. The BGA purchase consideration consisted of the following:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$1,292</td>
</tr>
<tr>
<td>Lease in excess of market, net present value</td>
<td>469</td>
</tr>
<tr>
<td>Contingent consideration, net present value</td>
<td>930</td>
</tr>
<tr>
<td>Total consideration</td>
<td>$2,691</td>
</tr>
</tbody>
</table>

The facility lease payments in excess of market value are expected to be incurred over a four year period following the effective date of the BGA acquisition. The acquired above market lease is recorded at its fair value based on the present value, using a discount rate that reflects the risks associated with the acquired lease, equal to the difference between the contractual amounts to be paid under the lease agreement and an estimate of the fair market lease rate at the acquisition date. The shareholders of BGA are eligible to receive post-closing contingent consideration upon BGA exceeding certain base levels of operating income, potentially earned over four years and not to exceed a total of $3.0 million cumulatively. The amount recorded for the contingent consideration represents the acquisition date fair value of expected consideration to be paid based on BGA’s forecasted operating income during the four year period. Expected consideration was valued based on different possible scenarios for projected operating income. Each case was assigned a probability which was used to calculate an estimate of the forecasted future payments. Then a discount rate was applied to these forecasted future payments to determine the acquisition date fair value to be recorded. At the time of the acquisition, the book and tax basis of assets and liabilities acquired are the same, except for the above market value lease which gave rise to a deferred tax asset as shown below.
6. ACQUISITIONS (CONTINUED)

Future Contingent Payments (Continued)

The acquisition has been accounted for under the purchase method of accounting. The total estimated purchase price has been allocated as follows:

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed assets</td>
<td>$28</td>
</tr>
<tr>
<td>Restricted covenants</td>
<td>70</td>
</tr>
<tr>
<td>Customer relationships</td>
<td>180</td>
</tr>
<tr>
<td>Deferred tax asset</td>
<td>187</td>
</tr>
<tr>
<td>Goodwill</td>
<td>2,226</td>
</tr>
<tr>
<td><strong>Total consideration</strong></td>
<td><strong>$2,691</strong></td>
</tr>
</tbody>
</table>

The primary item that generated goodwill was the acquisition of a highly skilled and trained assembled workforce of engineers that the Company anticipates will allow it to win contract awards from its current and future customer base that the Company would not otherwise win.

Pro Forma Results of Operations

The following (unaudited) results of operations have been prepared assuming the BGA acquisition had occurred as of the beginning of the fifty-two week period ended December 29, 2012. Those results are not necessarily indicative of results of future operations or of results that would have occurred had the acquisition occurred as of the beginning of the period presented.

<table>
<thead>
<tr>
<th>Proforma Results for the Fiscal Year Ended December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
</tr>
<tr>
<td>Operating income</td>
</tr>
<tr>
<td>Basic and diluted earnings per share</td>
</tr>
</tbody>
</table>

7. GOODWILL

Goodwill represents the premium paid over the fair value of the net tangible and intangible assets acquired in business combinations. The Company is required to assess the carrying value of its reporting units that contain goodwill at least on an annual basis. The Company has the option to first assess qualitative factors to determine whether it is necessary to perform a two-step impairment test. If the Company believes, as a result of the qualitative assessment, that it is more likely than not that the fair value of a reporting unit is less than the carrying value, the quantitative impairment test is required. The Company formally assesses these qualitative factors, and if necessary, conducts its annual goodwill impairment test as of the last day of the Company’s fiscal November each year or if indicators of impairment exist. The Company has determined that the qualitative factors that exist do not suggest that an impairment of goodwill exists.

The carrying amount of goodwill at both December 28, 2013 and December 29, 2012 for the Company’s Engineering, Information Technology and Specialty Health Care segments was $2,326, $5,516 and $1,703, respectively.
8. INTANGIBLE ASSETS

The changes in the carrying amount of intangible assets for the fiscal years ended December 28, 2013 and December 29, 2012 are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Engineering</th>
<th>Information Technology</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as of December 31, 2011</td>
<td>$</td>
<td>$210</td>
<td>$210</td>
</tr>
<tr>
<td>Intangibles acquired</td>
<td>250</td>
<td>-</td>
<td>250</td>
</tr>
<tr>
<td>Amortization of intangibles during fiscal 2012</td>
<td>(24 )</td>
<td>(104 )</td>
<td>(128 )</td>
</tr>
<tr>
<td>Balance as of December 29, 2012</td>
<td>$226</td>
<td>$106</td>
<td>$332</td>
</tr>
<tr>
<td>Amortization of intangibles during fiscal 2013</td>
<td>(47 )</td>
<td>(69 )</td>
<td>(116 )</td>
</tr>
<tr>
<td>Balance as of December 28, 2013</td>
<td>$179</td>
<td>$37</td>
<td>$216</td>
</tr>
</tbody>
</table>

Schedule of Intangible Assets by class at December 28, 2013:

<table>
<thead>
<tr>
<th></th>
<th>Engineering</th>
<th>Information Technology</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted covenants</td>
<td>$44</td>
<td>$</td>
<td>$44</td>
</tr>
<tr>
<td>Customer relationships</td>
<td>135</td>
<td>37</td>
<td>172</td>
</tr>
<tr>
<td>Balance as of December 28, 2013</td>
<td>$179</td>
<td>$37</td>
<td>$216</td>
</tr>
</tbody>
</table>

Expected Future Amortization Expense:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Engineering</th>
<th>Information Technology</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$47</td>
<td>$32</td>
<td>$79</td>
</tr>
<tr>
<td>2015</td>
<td>48</td>
<td>5</td>
<td>53</td>
</tr>
<tr>
<td>2016</td>
<td>39</td>
<td>-</td>
<td>39</td>
</tr>
<tr>
<td>2017</td>
<td>30</td>
<td>-</td>
<td>30</td>
</tr>
<tr>
<td>2018</td>
<td>15</td>
<td>-</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>$179</td>
<td>$37</td>
<td>$216</td>
</tr>
</tbody>
</table>
9. LINE OF CREDIT

The Company and its subsidiaries are party to a loan agreement with Citizens Bank of Pennsylvania, amended and restated effective February 20, 2009, which provides for a $15 million revolving credit facility and includes a sub-limit of $5 million for letters of credit (the “Revolving Credit Facility”). The Revolving Credit Facility has been amended severally times, most recently on December 24, 2011 when the maturity date was extended to August 31, 2016. Borrowings under the Revolving Credit Facility bear interest at one of two alternative rates, as selected by the Company at each incremental borrowing. These alternatives are: (i) LIBOR (London Interbank Offered Rate), plus applicable margin, or (ii) the agent bank’s prime rate. The Company also pays unused line fees based on the amount of the Revolving Credit Facility that is not drawn. Unused line fees are recorded as interest expense.

All borrowings under the Revolving Credit Facility are collateralized by all of the assets of the Company and its subsidiaries and a pledge of the stock of its subsidiaries. The Revolving Credit Facility also contains various financial and non-financial covenants, such as restrictions on the Company’s ability to borrow to pay dividends. Since the Company did not borrow in order to fund the dividend paid on December 29, 2012, the Company did not require any waiver under its Revolving Credit Facility.

There were no borrowings during the fiscal year ended December 28, 2013 and fiscal year ended December 29, 2012. At December 28, 2013 and December 29, 2012, there were letters of credit outstanding for $0.8 million. At December 28, 2013, the Company had availability for additional borrowings under the Revolving Credit Facility of $14.2 million.

10. PER SHARE DATA

The Company uses the treasury stock method to calculate the weighted-average shares used for diluted earnings per share. The number of common shares used to calculate basic and diluted earnings per share for fiscal years ended December 28, 2013 and December 29, 2012 was determined as follows:

<table>
<thead>
<tr>
<th>Fiscal Years Ended</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic weighted average shares outstanding</td>
<td>12,343,261</td>
<td>12,343,425</td>
</tr>
<tr>
<td>Dilutive effect of outstanding stock options</td>
<td>135,111</td>
<td>196,702</td>
</tr>
<tr>
<td>Weighted average dilutive shares outstanding</td>
<td>12,478,372</td>
<td>12,540,135</td>
</tr>
</tbody>
</table>

There were 97,500 absolute anti-dilutive shares not included in the calculation of common stock equivalents for both the fiscal year ended December 28, 2013 and December 29, 2012. These were determined to be anti-dilutive because the exercise prices of these shares for the period were higher than the average price of all shares for the same period.
10. PER SHARE DATA (CONTINUED)

Unissued shares of common stock were reserved for the following purposes:

<table>
<thead>
<tr>
<th></th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exercise of options outstanding</td>
<td>276,900</td>
<td>307,400</td>
</tr>
<tr>
<td>Restricted stock awards outstanding</td>
<td>300,000</td>
<td>350,000</td>
</tr>
<tr>
<td>Future grants of options or shares</td>
<td>34,103</td>
<td>34,100</td>
</tr>
<tr>
<td>Shares reserved for employee stock purchase plan</td>
<td>189,575</td>
<td>247,752</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>800,576</strong></td>
<td><strong>939,252</strong></td>
</tr>
</tbody>
</table>

11. SHARE BASED COMPENSATION

At December 28, 2013, the Company had three share-based employee compensation plans. The Company measures the fair value of share-based awards, if and when granted, based on the Black-Scholes method and using the closing market price of the Company’s common stock on the date of grant. Awards vest over periods ranging from one to three years and expire within 10 years of issuance. Share-based compensation expense related to awards is amortized in accordance with applicable vesting periods using the straight-line method. Share-based compensation expense of $849 and $169 was recognized for the fiscal year ended December 28, 2013 and December 29, 2012, respectively.

As of December 28, 2013, the Company had approximately $1.1 million of total unrecognized compensation cost related to all non-vested share-based awards granted under the Company’s various share-based plans, which the Company expects to recognize over approximately a three-year period. These amounts do not include the cost of any additional share-based awards that may be granted in future periods or reflect any potential changes in the Company’s forfeiture rate.

The Company granted 5,000 stock options and 40,000 restricted stock units during the fiscal year ended December 28, 2013 and 55,000 stock options and 350,000 restricted stock units during the fiscal year ended December 29, 2012.
11. SHARE BASED COMPENSATION (CONTINUED)

The risk-free rate of return is based on the yield of U.S. Treasury Strips with terms equal to the expected life of the grants as of the grant date. The expected term of grant is based on historical stock option exercise experience. The Company used its historical stock price volatility to compute the expected stock price volatility. The expected dividend yield is based on the Company’s fiscal 2013 dividend rate. The annual forfeiture rate is based on the Company’s historical experience. The Black-Scholes option weighted average assumptions used in the valuation of share based awards for the fiscal years ended December 28, 2013 and December 29, 2012 were as follows:

<table>
<thead>
<tr>
<th>Fiscal Years Ended</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weighted average risk-free interest rate</td>
<td>1.74%</td>
<td>0.71%</td>
</tr>
<tr>
<td>Expected term of option</td>
<td>5 years</td>
<td>5 years</td>
</tr>
<tr>
<td>Expected stock price volatility</td>
<td>52%</td>
<td>61%</td>
</tr>
<tr>
<td>Expected dividend yield</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Annual forfeiture rate</td>
<td>5.98%</td>
<td>4.68%</td>
</tr>
<tr>
<td>Weighted-average grant date fair value</td>
<td>$2.94</td>
<td>$2.85</td>
</tr>
</tbody>
</table>

1996 Executive Stock Option Plan (the 1996 Plan)

The 1996 Plan, approved by the Company’s stockholders in August 1996 and amended in April 1999, provided for the issuance of up to 1,250,000 shares of common stock to officers and key employees of the Company and its subsidiaries through January 1, 2006, at which time the 1996 Plan expired. Options are generally granted at fair market value at the date of grant. The Compensation Committee of the Board of Directors determined the vesting period at the time of grant. As of December 28, 2013, options to purchase 132,000 shares of common stock granted under the 1996 Plan were outstanding.

2000 Employee Stock Incentive Plan (the 2000 Plan)

The 2000 Plan, approved by the Company’s stockholders in April 2001, provides for the issuance of up to 1,500,000 shares of the Company’s common stock to officers and key employees of the Company and its subsidiaries or to consultants and advisors utilized by the Company. The Compensation Committee of the Board of Directors could award incentive stock options or non-qualified stock options, as well as stock appreciation rights, and determined the vesting period at the time of grant. As of December 28, 2013, options to purchase 70,500 shares of common stock granted under the 2000 Plan were outstanding.

The 1996 Plan and 2000 Plan are expired and therefore no shares are available for issuance.
II. SHARE BASED COMPENSATION (CONTINUED)

2007 Omnibus Equity Compensation Plan (the 2007 Plan)

The 2007 Plan, approved by the Company’s stockholders in June 2007, provides for the issuance of up to 700,000 shares of the Company’s common stock to officers, non-employee directors, employees of the Company and its subsidiaries or consultants and advisors utilized by the Company. No more than 350,000 shares of common stock in the aggregate may be issued pursuant to grants of stock awards, stock units, performance shares and other stock-based awards. No more than 300,000 shares of common stock with respect to awards may be granted to any individual during any fiscal year. The Compensation Committee of the Board of Directors determines the vesting period at the time of grant. As of December 28, 2013, under the 2007 Plan, 34,110 shares of common stock were available for future grants and options to purchase 74,400 shares of common stock, as well as 300,000 restricted stock units, were outstanding.

Restricted Stock Units

On November 16, 2012, the Company granted 350,000 restricted stock units all of which fully vest after three years of continued service. All of these restricted stock units include dividend accrual equivalents, which means that any dividends paid by the Company during the three year vesting period become due and payable after the three year vesting period assuming the grantee’s restricted stock unit fully vests. Dividends for these grants are accrued on the dividend payment dates and included in accounts payable and accrued expenses on the accompanying consolidated balance sheet. Dividends for restricted share units that ultimately do not vest are forfeited.

To date, the Company has only issued restricted stock units under the 2007 Plan. The following summarizes the restricted stock units activity under the 2007 Plan during 2013:

<table>
<thead>
<tr>
<th>Number of Restricted Stock Units (in thousands)</th>
<th>Weighted Average Grant Date Fair Value per Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding non-vested at December 29, 2012</td>
<td>350</td>
</tr>
<tr>
<td>Granted</td>
<td>40</td>
</tr>
<tr>
<td>Vested</td>
<td>(50)</td>
</tr>
<tr>
<td>Forfeited or expired</td>
<td>(40)</td>
</tr>
<tr>
<td>Outstanding non-vested at December 28, 2013</td>
<td>300</td>
</tr>
</tbody>
</table>

| Weighted Average Grant Date Fair Value per Share |

Based on the closing price of the Company’s common stock of $6.95 per share on December 27, 2013, the intrinsic value of the non-vested restricted stock units at December 28, 2013 was $2.1 million. As of December 28, 2013, there was approximately $1.0 million of total unrecognized compensation cost related to restricted stock units, which is expected to be recognized over a weighted-average period of approximately 22.5 months.
RCM TECHNOLOGIES, INC. AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
Fiscal Years Ended December 28, 2013 and December 29, 2012
(Dollars in thousands, except share and per share amounts, unless otherwise indicated)

11. SHARE BASED COMPENSATION (CONTINUED)

Stock Option Awards

Transactions related to all stock options under all plans are as follows:

<table>
<thead>
<tr>
<th>All Stock Options Outstanding</th>
<th>Shares</th>
<th>Weighted Average Exercise Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Options outstanding as of December 31, 2011</td>
<td>916,594</td>
<td>$4.24</td>
</tr>
<tr>
<td>Options granted</td>
<td>55,000</td>
<td>$5.54</td>
</tr>
<tr>
<td>Options exercised, net</td>
<td>(392,376)</td>
<td>$3.85</td>
</tr>
<tr>
<td>Options forfeited in cashless exercises</td>
<td>(243,268)</td>
<td></td>
</tr>
<tr>
<td>Options forfeited/cancelled</td>
<td>(28,550)</td>
<td>$3.88</td>
</tr>
<tr>
<td>Options outstanding as of December 29, 2012</td>
<td>307,400</td>
<td>$5.34</td>
</tr>
<tr>
<td>Options exercisable as of December 29, 2012</td>
<td>252,400</td>
<td>$5.39</td>
</tr>
<tr>
<td>Intrinsic value of outstanding stock options as of December 29, 2012</td>
<td>$167</td>
<td></td>
</tr>
<tr>
<td>Intrinsic value of stock options exercised in fiscal year ended December 29, 2012</td>
<td>$1,468</td>
<td></td>
</tr>
<tr>
<td>Weighted average grant date fair value of stock options issued during fiscal year ended December 29, 2012</td>
<td>$2.85</td>
<td></td>
</tr>
<tr>
<td>Options outstanding as of December 29, 2012</td>
<td>307,400</td>
<td>$5.34</td>
</tr>
<tr>
<td>Options granted</td>
<td>5,000</td>
<td>$5.78</td>
</tr>
<tr>
<td>Options exercised, net</td>
<td>(27,500)</td>
<td>$4.15</td>
</tr>
<tr>
<td>Options forfeited/cancelled</td>
<td>(8,000)</td>
<td>$5.16</td>
</tr>
<tr>
<td>Options outstanding as of December 28, 2013</td>
<td>276,900</td>
<td>$5.47</td>
</tr>
<tr>
<td>Options exercisable as of December 28, 2013</td>
<td>221,900</td>
<td>$5.45</td>
</tr>
<tr>
<td>Intrinsic value of outstanding stock options as of December 28, 2013</td>
<td>$504</td>
<td></td>
</tr>
<tr>
<td>Intrinsic value of stock options exercised in fiscal year ended December 28, 2013</td>
<td>$44</td>
<td></td>
</tr>
<tr>
<td>Weighted average grant date fair value of stock options issued during fiscal year ended December 28, 2013</td>
<td>$2.94</td>
<td></td>
</tr>
</tbody>
</table>
11. SHARE BASED COMPENSATION (CONTINUED)

Stock Option Awards (Continued)

A summary of the status of our nonvested stock options outstanding as of December 28, 2013, and changes during the year then ended is presented as follows:

<table>
<thead>
<tr>
<th>Nonvested Stock Options</th>
<th>Shares</th>
<th>Weighed-Average Grant-Date Fair Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonvested at December 29, 2012</td>
<td>55,000</td>
<td>$2.85</td>
</tr>
<tr>
<td>Vested</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Forfeited</td>
<td>(5,000)</td>
<td>$2.88</td>
</tr>
<tr>
<td>Issued nonvested</td>
<td>5,000</td>
<td>$2.94</td>
</tr>
<tr>
<td>Nonvested at December 28, 2013</td>
<td>55,000</td>
<td>$2.86</td>
</tr>
</tbody>
</table>

The following table summarizes information about stock options outstanding at December 28, 2013:

<table>
<thead>
<tr>
<th>Range of Exercise Prices</th>
<th>Number of Outstanding Options</th>
<th>Weighted-Average Remaining Contractual Life</th>
<th>Weighted-Average Exercise Price</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Vested</td>
<td>Outstanding</td>
</tr>
<tr>
<td>$2.50 - $2.50</td>
<td>1,000</td>
<td>1,000</td>
<td>5.96</td>
</tr>
<tr>
<td>$4.16 - $5.78</td>
<td>233,400</td>
<td>178,400</td>
<td>3.41</td>
</tr>
<tr>
<td>$6.44 - $9.16</td>
<td>17,500</td>
<td>17,500</td>
<td>1.06</td>
</tr>
<tr>
<td>$9.81 - $9.81</td>
<td>25,000</td>
<td>25,000</td>
<td>3.55</td>
</tr>
<tr>
<td></td>
<td>276,900</td>
<td>221,900</td>
<td>3.28</td>
</tr>
</tbody>
</table>

Employee Stock Purchase Plan

The Company implemented the 2001 Employee Stock Purchase Plan (the "Purchase Plan") with shareholder approval, effective January 1, 2001. Under the Purchase Plan, employees meeting certain specific employment qualifications are eligible to participate and can purchase shares of common stock semi-annually through payroll deductions at the lower of 85% of the fair market value of the stock at the commencement or end of the offering period. The purchase plan permits eligible employees to purchase shares of common stock through payroll deductions for up to 10% of qualified compensation. During the fiscal years ended December 28, 2013 and December 29, 2012, there were 58,176 and 29,205 shares issued under the Purchase Plan for net proceeds of $259 and $128, respectively. As of December 28, 2013, there were 189,576 shares available for issuance under the Purchase Plan. Compensation expense, representing the discount to the quoted market price, for the Purchase Plan for the fiscal years ended December 28, 2013 and December 29, 2012 was $106 and $65, respectively.
12. TREASURY STOCK TRANSACTIONS

Our Board of Directors instituted a share repurchase program in February 2010, which authorized the repurchase of up to $7.5 million of the Company's outstanding shares of our common stock at prevailing market prices, from time to time over the subsequent 12 months. In February 2011, the share repurchase program was extended through February 2013. During the fiscal year ended December 28, 2013, the Company repurchased 15,450 shares for an average price of $5.35 per share. Since the inception of its share repurchase program and through December 28, 2013, the Company has purchased 1,473,306 shares at a total cost of approximately $7.5 million, or an average price of $5.09. As of January 4, 2013, the Company used 100% of the funds approved by its Board of Directors in February 2010 to repurchase the Company's common stock.

On October 28, 2013, the Board of Directors authorized an additional repurchase program to purchase up to $5.0 million of outstanding shares of common stock at the prevailing market prices, from time to time over the subsequent 12-month period. As of December 28, 2013, the Company had not purchased any shares under this additional repurchase program.

13. NEW ACCOUNTING STANDARDS

In February 2013, the FASB issued ASU 2013-02 “Reporting of Amounts Reclassified out of Accumulated Other Comprehensive Income”. This update requires companies to present the effects on the line items of net income of significant reclassifications out of accumulated other comprehensive income if the amount being reclassified is required under U.S. generally accepted accounting principles (“GAAP”) to be reclassified in its entirety to net income in the same reporting period. ASU 2013-02 is effective prospectively for the Company for fiscal years, and interim periods within those years, beginning after December 15, 2012. The Company’s adoption of the amended guidance did not have a significant impact on its consolidated financial statements.

Other accounting standards that have been issued or proposed by the FASB and SEC and/or other standards-setting bodies that do not require adoption until a future date are not expected to have a material impact on the consolidated financial statements upon adoption.

14. SEGMENT INFORMATION

The Company follows "Disclosures about Segments of an Enterprise and Related Information," which establishes standards for companies to report information about operating segments, geographic areas and major customers. The accounting policies of each segment are the same as those described in the summary of significant accounting policies (see Note 1 to the Company’s Consolidated Financial Statements included in its Annual Report on Form 10-K for the year ended December 28, 2013.)
14. SEGMENT INFORMATION (CONTINUED)

Segment operating income includes selling, general and administrative expenses directly attributable to that segment as well as charges for allocating corporate costs to each of the operating segments. The following tables reflect the results of the segments consistent with the Company’s management system:

<table>
<thead>
<tr>
<th>Fiscal Year Ended</th>
<th>Engineering</th>
<th>Information Technology</th>
<th>Specialty Health Care</th>
<th>Corporate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 28, 2013</td>
<td>$86,742</td>
<td>$55,263</td>
<td>$28,773</td>
<td>$ -</td>
<td>$170,778</td>
</tr>
<tr>
<td>Revenue</td>
<td>67,005</td>
<td>39,412</td>
<td>20,000</td>
<td>-</td>
<td>126,417</td>
</tr>
<tr>
<td>Cost of services</td>
<td>14,357</td>
<td>13,540</td>
<td>7,617</td>
<td>-</td>
<td>35,514</td>
</tr>
<tr>
<td>Selling, general and administrative</td>
<td>342</td>
<td>142</td>
<td>-</td>
<td>4,697</td>
<td>5,181</td>
</tr>
<tr>
<td>Non-recurring charges</td>
<td>702</td>
<td>300</td>
<td>109</td>
<td>-</td>
<td>1,111</td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>-</td>
<td>-</td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Operating income</td>
<td>$4,336</td>
<td>$1,869</td>
<td>$1,047</td>
<td>(4,697)</td>
<td>$2,555</td>
</tr>
<tr>
<td>Total assets</td>
<td>$42,951</td>
<td>$14,472</td>
<td>$14,334</td>
<td>$14,767</td>
<td>$86,524</td>
</tr>
<tr>
<td>Capital expenditures</td>
<td>$1,142</td>
<td>$78</td>
<td>$35</td>
<td>$151</td>
<td>$1,406</td>
</tr>
<tr>
<td>Fiscal Year Ended</td>
<td>Engineering</td>
<td>Information Technology</td>
<td>Specialty Health Care</td>
<td>Corporate</td>
<td>Total</td>
</tr>
<tr>
<td>December 29, 2012</td>
<td>$66,631</td>
<td>$52,165</td>
<td>$27,021</td>
<td>$ -</td>
<td>$145,817</td>
</tr>
<tr>
<td>Revenue</td>
<td>50,733</td>
<td>36,931</td>
<td>18,438</td>
<td>-</td>
<td>106,102</td>
</tr>
<tr>
<td>Cost of services</td>
<td>12,124</td>
<td>13,703</td>
<td>7,339</td>
<td>-</td>
<td>33,166</td>
</tr>
<tr>
<td>Selling, general and administrative</td>
<td>720</td>
<td>477</td>
<td>124</td>
<td>-</td>
<td>1,321</td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>-</td>
<td>-</td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Operating income</td>
<td>$3,054</td>
<td>$1,054</td>
<td>$1,120</td>
<td>$ -</td>
<td>$5,228</td>
</tr>
<tr>
<td>Total assets</td>
<td>$39,441</td>
<td>$15,494</td>
<td>$10,419</td>
<td>$19,194</td>
<td>$84,548</td>
</tr>
<tr>
<td>Capital expenditures</td>
<td>$340</td>
<td>$59</td>
<td>$8</td>
<td>$104</td>
<td>$511</td>
</tr>
</tbody>
</table>
14. SEGMENT INFORMATION (CONTINUED)

The Company derives a majority of its revenue from offices in the United States. Revenues reported for each operating segment are all from external customers. The Company is domiciled in the United States and its segments operate in the United States, Canada and Puerto Rico. Revenues by geographic area for the fiscal years ended December 28, 2013 and December 29, 2012 are as follows:

<table>
<thead>
<tr>
<th>Fiscal Year Ended</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>$130,589</td>
<td>$120,327</td>
</tr>
<tr>
<td>Canada</td>
<td>34,989</td>
<td>20,641</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>5,200</td>
<td>4,849</td>
</tr>
</tbody>
</table>

| Gross Amount      | $170,778          | $145,817          |

Total assets by geographic area as of the reported periods are as follows:

<table>
<thead>
<tr>
<th>Fiscal Year Ended</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>$62,198</td>
<td>$68,364</td>
</tr>
<tr>
<td>Canada</td>
<td>22,993</td>
<td>14,612</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>1,333</td>
<td>1,572</td>
</tr>
</tbody>
</table>

| Gross Amount      | $86,524           | $84,548           |
15. INCOME TAXES

The components of income tax expense (benefit) from continuing operations are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Years Ended</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>December 28,</td>
<td>December 29,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>2012</td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
<td>$450</td>
<td>$1,028</td>
<td></td>
</tr>
<tr>
<td>State and local</td>
<td>407</td>
<td>420</td>
<td></td>
</tr>
<tr>
<td>Foreign</td>
<td>416</td>
<td>(129)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,273</td>
<td>1,319</td>
<td></td>
</tr>
<tr>
<td>Deferred</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
<td>(541)</td>
<td>617</td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>(157)</td>
<td>179</td>
<td></td>
</tr>
<tr>
<td>Foreign</td>
<td>22</td>
<td>(12)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(676)</td>
<td>784</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>$597</td>
<td>$2,103</td>
<td></td>
</tr>
</tbody>
</table>

The components of earnings before income taxes by United States and foreign jurisdictions were as follows:

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Years Ended</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>December 28,</td>
<td>December 29,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>2012</td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>$1,175</td>
<td>$5,790</td>
<td></td>
</tr>
<tr>
<td>Foreign Jurisdictions</td>
<td>1,412</td>
<td>(460)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$2,587</td>
<td>$5,330</td>
<td></td>
</tr>
</tbody>
</table>

The consolidated effective income tax rate for the current year was 24.1% as compared to 39.5% for the comparable prior year period, principally due to the reversal of liability for the uncertain tax position in the current year. The income tax provisions for continuing operations reconciled to the tax computed at the statutory Federal rate are:

|                     | December 28,       | December 29, |
|                     | 2013               | 2012        |
| Tax at statutory rate (credit) | 34.0%             | 34.0%       |
| State income taxes, net of Federal income tax benefit | 6.5               | 7.4         |
| Permanent differences | 2.6               | (2.4)       |
| Foreign income tax rate | (1.6)             | 0.30        |
| Reverse liability for amended return | (18.3)            |             |
| Other, net | 0.9               | 0.2         |
| Total income tax expense | 24.1%             | 39.5%       |
15. INCOME TAXES (CONTINUED)

A reconciliation of the unrecognized tax benefits for the year December 28, 2013:

<table>
<thead>
<tr>
<th>Unrecognized Tax Benefits</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as of December 29, 2012</td>
<td>$473</td>
</tr>
<tr>
<td>Charges for current year tax positions</td>
<td>(473)</td>
</tr>
<tr>
<td>Reserves for current year tax position</td>
<td>628</td>
</tr>
<tr>
<td><strong>Balance as of December 28, 2013</strong></td>
<td><strong>$628</strong></td>
</tr>
</tbody>
</table>

The total amount of unrecognized tax benefits relating to the Company’s tax positions is subject to change based on future events including, but not limited to, the settlements of ongoing audits and/or the expiration of applicable statutes of limitations. Although the outcomes and timing of such events are highly uncertain, it is reasonably possible that the balance of gross unrecognized tax benefits will not change during the next 12 months. However, changes in the occurrence, expected outcomes and timing of those events could cause the Company’s current estimate to change materially in the future.

The Company accounts for penalties or interest related to uncertain tax positions as part of its provision for income taxes and records such amounts to interest expense. The Company recorded no expense for penalties or interest in the fiscal years ended December 28, 2013 and December 29, 2012.

At December 28, 2013 and December 29, 2012, deferred tax assets and liabilities consist of the following:

<table>
<thead>
<tr>
<th>Deferred tax assets:</th>
<th>December 28, 2013</th>
<th>December 29, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allowance for doubtful accounts</td>
<td>$391</td>
<td>$483</td>
</tr>
<tr>
<td>Acquisition amortization, net</td>
<td>1,642</td>
<td>2,214</td>
</tr>
<tr>
<td>Reserves and accruals</td>
<td>1,556</td>
<td>432</td>
</tr>
<tr>
<td>Other</td>
<td>338</td>
<td>179</td>
</tr>
<tr>
<td><strong>Total deferred tax assets</strong></td>
<td><strong>3,927</strong></td>
<td><strong>3,308</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepaid expense deferral</td>
<td>(367)</td>
<td>(436)</td>
</tr>
<tr>
<td>Bonus depreciation to be reversed</td>
<td>(118)</td>
<td>(129)</td>
</tr>
<tr>
<td>Canada deferred tax liability, net</td>
<td>(132)</td>
<td>(73)</td>
</tr>
<tr>
<td><strong>Total deferred tax liabilities</strong></td>
<td><strong>(617)</strong></td>
<td><strong>(638)</strong></td>
</tr>
</tbody>
</table>

**Total deferred tax assets, net** | **$3,310** | **$2,670** |
15. INCOME TAXES (CONTINUED)

The Company conducts its operations in multiple tax jurisdictions in the United States, Canada and Puerto Rico. The Company and its subsidiaries file a consolidated U.S. Federal income tax return and file in various states. The Company’s federal income tax returns have been examined through 2010. With limited exceptions, the Company is no longer subject to audits by state and local tax authorities for tax years prior to 2009.

16. CONTINGENCIES

From time to time, the Company is a defendant or plaintiff in various legal actions that arise in the normal course of business. As such, the Company is required to assess the likelihood of any adverse outcomes to these matters as well as potential ranges of losses and possible recoveries. The Company may not be covered by insurance as it pertains to some or all of these matters. A determination of the amount of the provision required for these commitments and contingencies, if any, which would be charged to earnings, is made after careful analysis of each matter. Once established, a provision may change in the future due to new developments or changes in circumstances, and could increase or decrease the Company’s earnings in the period that the changes are made. Included in the Company’s accounts payable and accrued expenses is a provision for losses from legal matters aggregating approximately $0.2 million as of December 28, 2013 and December 29, 2012. Asserted claims in these matters seek approximately $10.7 million in damages as of December 28, 2013.

The Company is also subject to other pending legal proceedings and claims that arise from time to time in the ordinary course of its business, which may not be covered by insurance.

17. RETIREMENT PLANS

Profit Sharing Plan

The Company maintains a 401(k) profit sharing plan for the benefit of eligible employees in the United States and other similar plans in Canada and Puerto Rico (the "Retirement Plans"). The 401(k) plan includes a cash or deferred arrangement pursuant to Section 401(k) of the Internal Revenue Code sponsored by the Company to provide eligible employees an opportunity to defer compensation and have such deferred amounts contributed to the 401(k) plan on a pre-tax basis, subject to certain limitations. The Company, at the discretion of the Board of Directors, may make contributions of cash to match deferrals of compensation by participants in the Retirement Plans. Contributions to the Retirement Plans charged to operations by the Company for the fiscal years ended December 28, 2013 and December 29, 2012 were $424 and $373, respectively.
18. COMMITMENTS

Executive Severance Agreements with Kevin Miller and Rocco Campanelli

The Company is a party to Executive Severance Agreements (the “Executive Severance Agreements”) with Rocco Campanelli, the Company’s President and Chief Executive Officer as of February 28, 2014, and Kevin Miller, the Company’s Chief Financial Officer, which set forth the terms and conditions of certain payments to be made by the Company to each executive in the event, while employed by the Company, such executive experiences (a) a termination of employment unrelated to a “Change in Control” (as defined therein) or (b) there occurs a Change in Control and either (i) the executive’s employment is terminated for a reason related to the Change in Control or (ii) the executive remains continuously employed by the Company for a specified period of time following the Change in Control (i.e., twelve months for Mr. Campanelli and three months for Mr. Miller).

Under the terms of the Executive Severance Agreements, if either (a) the executive is involuntarily terminated by the Company for any reason other than “Cause” (as defined therein), “Disability” (as defined therein) or death, or (b) the executive resigns for “Good Reason” (as defined therein), and, in each case, the termination is not a “Termination Related to a Change in Control” (as defined below), the executive will receive the following severance payments: (i) an amount equal to 1.5 times the sum of (a) the executive’s annual base salary as in effect immediately prior to the termination date (before taking into account any reduction that constitutes Good Reason) (“Annual Base Salary”) and (b) the highest annual bonus paid to the executive in any of the three fiscal years immediately preceding the executive’s termination date (“Bonus”), to be paid in installments over the twelve month period following the executive’s termination date; and (ii) for a period of eighteen months following the executive’s termination date, a monthly payment equal to the monthly COBRA premium that the executive is required to pay to continue medical, vision, and dental coverage, for himself and, where applicable, his spouse and eligible dependents.

Notwithstanding the above, if the executive has a termination as described above and can reasonably demonstrate that such termination would constitute a Termination Related to a Change in Control, and a Change in Control occurs within 120 days following the executive’s termination date, the executive will be entitled to receive the payments set forth below for a Termination Related to a Change in Control, less any amounts already paid to the executive, upon consummation of the Change in Control.

Under the terms of the Executive Severance Agreements, if a Change in Control occurs and (a) the executive experiences a Termination Related to a Change in Control on account of (i) an involuntary termination by the Company for any reason other than Cause, death, or Disability, (ii) an involuntary termination by the Company within a specified period of time following a Change in Control (i.e., twelve months for Mr. Campanelli and three months for Mr. Miller) on account of Disability or death, or (iii) a resignation by the executive with Good Reason; or (b) a resignation by the executive, with or without Good Reason, which results in a termination date that is the last day of the specified period (i.e., twelve months for Mr. Campanelli and three months for Mr. Miller) following a Change in Control, then the executive will receive the following severance payments: (1) a lump sum payment equal to two times the sum of the executive’s (a) Annual Base Salary and (b) Bonus; and (2) a lump sum payment equal to twenty-four multiplied by the monthly COBRA premium cost, as in effect immediately prior to the executive’s termination date, for the executive to continue medical, dental and vision coverage, as applicable, in such Company plans for himself and, if applicable, his spouse and eligible dependents.
18. COMMITMENTS (CONTINUED)

Executive Severance Agreements with Kevin Miller and Rocco Campanelli (Continued)

The Executive Severance Agreements provide that if the executive remains continuously employed for a specified period of time following a Change in Control (i.e., twelve months for Mr. Campanelli and three months for Mr. Miller) and is employed by the Company on the last day of such specified period, the executive will receive a lump sum payment equal to two times the sum of the executive’s (a) Annual Base Salary and (b) Bonus (the “Change in Control Payment”). If the executive receives the Change in Control Payment, the executive will not be eligible to receive any severance payments under his Executive Severance Agreement.

As of December 28, 2013, the Company also had various employment arrangements with Mr. Kopyt. Mr. Kopyt will retire effective on February 28, 2014 and his severance arrangements will be in accordance with the Separation Agreement and General Release between him and the Company entered into as of January 22, 2014.

Operating Leases

The Company leases office facilities and various equipment under non-cancelable leases expiring at various dates through June 2020. Certain leases are subject to escalation clauses based upon changes in various factors. The minimum future annual operating lease commitments for leases with non-cancelable terms, exclusive of unknown operating escalation charges, are as follows ($ in thousands):

<table>
<thead>
<tr>
<th>Fiscal Years</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$2,904</td>
</tr>
<tr>
<td>2015</td>
<td>2,601</td>
</tr>
<tr>
<td>2016</td>
<td>1,863</td>
</tr>
<tr>
<td>2017</td>
<td>1,509</td>
</tr>
<tr>
<td>2018</td>
<td>1,302</td>
</tr>
<tr>
<td>Thereafter</td>
<td>508</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$10,687</strong></td>
</tr>
</tbody>
</table>

Rent expense for the fiscal years ended December 28, 2013 and December 29, 2012 was $2,896 and $2,978, respectively.

The Company subleases space to other tenants at various office locations under cancelable lease agreements. During the fiscal years ended December 28, 2013 and December 29, 2012 payments of approximately $203 and $356, respectively, were received under these leasing arrangements. The Company offsets these payments against its rent expense for reporting purposes.

19. RELATED PARTY TRANSACTIONS

Richard Machon, a director of the Company, from time to time provides consulting services to the Company or for clients of the Company through Mr. Machon’s company, Machon & Associates. The Company paid Machon & Associates $43 and $45 during the fiscal years ended December 28, 2013 and December 29, 2012, respectively.
20. SELECTED QUARTERLY FINANCIAL INFORMATION (UNAUDITED)

Fiscal Year Ended December 28, 2013

<table>
<thead>
<tr>
<th></th>
<th>Sales</th>
<th>Gross Profit</th>
<th>Operating Income</th>
<th>Net Income</th>
<th>Diluted Income Per Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Quarter</td>
<td>$41,230</td>
<td>$10,621</td>
<td>$1,514</td>
<td>$960</td>
<td>$0.08</td>
</tr>
<tr>
<td>2nd Quarter</td>
<td>42,379</td>
<td>11,262</td>
<td>1,714</td>
<td>1,470</td>
<td>0.12</td>
</tr>
<tr>
<td>3rd Quarter</td>
<td>41,320</td>
<td>10,684</td>
<td>1,806</td>
<td>1,142</td>
<td>0.09</td>
</tr>
<tr>
<td>4th Quarter*</td>
<td>45,849</td>
<td>11,794</td>
<td>(2,479)</td>
<td>(1,582)</td>
<td>(0.13)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$170,778</strong></td>
<td><strong>$44,361</strong></td>
<td><strong>$2,555</strong></td>
<td><strong>$1,990</strong></td>
<td><strong>$0.16</strong></td>
</tr>
</tbody>
</table>

*Includes severance and other charges of $4.8 million (see note 21).

Fiscal Year Ended December 29, 2012

<table>
<thead>
<tr>
<th></th>
<th>Sales</th>
<th>Gross Profit</th>
<th>Operating Income</th>
<th>Net Income</th>
<th>Diluted Income Per Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Quarter</td>
<td>$38,206</td>
<td>$10,285</td>
<td>$1,776</td>
<td>$1,059</td>
<td>$0.08</td>
</tr>
<tr>
<td>2nd Quarter</td>
<td>35,753</td>
<td>9,656</td>
<td>1,015</td>
<td>505</td>
<td>0.04</td>
</tr>
<tr>
<td>3rd Quarter</td>
<td>34,839</td>
<td>9,675</td>
<td>1,107</td>
<td>634</td>
<td>0.05</td>
</tr>
<tr>
<td>4th Quarter</td>
<td>37,019</td>
<td>10,099</td>
<td>1,330</td>
<td>1,029</td>
<td>0.09</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$145,817</strong></td>
<td><strong>$39,715</strong></td>
<td><strong>$5,228</strong></td>
<td><strong>$3,227</strong></td>
<td><strong>$0.26</strong></td>
</tr>
</tbody>
</table>

21. SEVERANCE AND OTHER CHARGES

The Company recognized $5.2 million in severance and other charges for the fiscal year ended December 28, 2013 as compared to zero for the comparable prior year period. The Company incurred expenses of $4.5 million related to events leading to the election to our Board of Directors on December 5, 2013 of two candidates nominated by a group of our stockholders and the subsequent retirement of Leon Kopyt, the Company’s President and Chief Executive Officer. The Company incurred severance and other related expenses of $2.9 million as a result of the voluntary retirement of Mr. Kopyt. In December 2013, Mr. Kopyt notified the Company of his intention to retire and offered to negotiate a lower severance amount than he would have been otherwise contractually entitled to under his severance agreement upon change of control of the Company. The negotiation with Mr. Kopyt was conducted as the central part of a global settlement agreement with Legion Partners. The Company, Legion Partners and Mr. Kopyt agreed on the reduced severance amount in fiscal 2013 contingent upon other provisions ultimately finalized in an agreement signed on January 22, 2014. Mr. Kopyt’s retirement became effective on February 28, 2014. The Company also incurred $1.6 million related to the proxy contest leading to the December 5, 2013 annual meeting, consisting of $1.0 million incurred by the Company and $0.6 million incurred by the stockholder group, which the Company agreed to reimburse.

The Company also incurred $0.5 million in facilities consolidation charges and $0.2 million in professional fees related to a research and development tax credit study. The facilities consolidation charges were incurred because the Company’s Canadian operations elected to consolidate its Mississauga location into its expanded Pickering location and closed its Mason, Ohio office.
The Board of Directors and Stockholders
RCM Technologies, Inc.

We have audited the accompanying consolidated balance sheets of RCM Technologies, Inc. (a Nevada corporation) and Subsidiaries (the “Company”) as of December 28, 2013 and December 29, 2012, and the related consolidated statements of income, comprehensive income, changes in stockholders' equity and cash flows for each of the fiscal years in the two-year period ended December 28, 2013. The financial statements are the responsibility of the Company’s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. The Company is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of RCM Technologies, Inc. and Subsidiaries as of December 28, 2013 and December 29, 2012, and the consolidated results of their operations and their cash flows for each of the years in the two-year period ended December 28, 2013, in conformity with accounting principles generally accepted in the United States of America.

In connection with our audit of the consolidated financial statements referred to above, we also audited Schedule II — Valuation and Qualifying Accounts and Reserves for each of the fiscal years in two-year period ended December 28, 2013. In our opinion, this financial schedule, when considered in relation to the consolidated financial statements taken as a whole, presents fairly, in all material respects, the information stated therein.

EisnerAmper LLP
Iselin, New Jersey
February 27, 2014
## SCHEDULE II

**RCM TECHNOLOGIES, INC. AND SUBSIDIARIES**  
**VALUATION AND QUALIFYING ACCOUNTS AND RESERVES**  
**Fiscal Years Ended December 28, 2013 and December 29, 2012**  
*(Dollars in thousands, except share and per share amounts, unless otherwise indicated)*

<table>
<thead>
<tr>
<th>Column A Description</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at Beginning of Period</td>
<td>Charged to Costs and Expenses</td>
<td>Deduction</td>
<td>Balance at End of Period</td>
<td></td>
</tr>
<tr>
<td><strong>Fiscal Year Ended December 28, 2013</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allowance for doubtful accounts on trade receivables</td>
<td>$1,207</td>
<td>$301</td>
<td>($530)</td>
<td>$978</td>
</tr>
<tr>
<td>Provision for contingencies for legal matters</td>
<td>$175</td>
<td>$88</td>
<td>($75)</td>
<td>$188</td>
</tr>
<tr>
<td><strong>Fiscal Year Ended December 29, 2012</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allowance for doubtful accounts on trade receivables</td>
<td>$1,455</td>
<td>$150</td>
<td>$398</td>
<td>$1,207</td>
</tr>
<tr>
<td>Provision for contingencies for legal matters</td>
<td>$340</td>
<td>$25</td>
<td>$190</td>
<td>$175</td>
</tr>
</tbody>
</table>
EXHIBIT INDEX

(21) Subsidiaries of the Registrant.

(23.1) Consent of EisnerAmper LLP.

(31.1) Certification of Chief Executive Officer Required by Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended.

(31.2) Certification of Chief Financial Officer Required by Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended.

(32.1) Certifications of Chief Executive Officer Required by Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended. (This exhibit shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liability of that section. Further, this exhibit shall not be deemed to be incorporated by reference into any filing under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended.)

(32.2) Certifications of Chief Financial Officer Required by Rule 13a-14(b) of the Securities Exchange Act of 1934, as amended. (This exhibit shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liability of that section. Further, this exhibit shall not be deemed to be incorporated by reference into any filing under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended.)

**(101.INS) XBRL Instance Document

**(101.SCH) XBRL TAXONOMY EXTENSION SCHEMA DOCUMENT

**(101.CAL) XBRL Taxonomy Extension Calculation Linkbase Document

**(101.LAB) XBRL Taxonomy Extension Label Linkbase Document

**(101.PRE) XBRL Taxonomy Extension Presentation Linkbase Documents

**(101.DEF) XBRL Taxonomy Definition Linkbase Document

XX XBRL (Extensible Business Reporting Language) information is furnished and not filed or a part of a registration statement or prospectus for purposes of sections 11 or 12 of the Securities Act of 1933, is deemed not filed for purposes of section 18 of the Securities Exchange Act of 1934, and otherwise is not subject to liability under these sections.
SUBSIDIARIES OF THE REGISTRANT

Business Support Group of Michigan, Inc.
Cataract, Inc.
Programming Alternatives of Minnesota, Inc.
RCM Technologies Canada Corp.
RCM Technologies (USA), Inc.
RCMT Delaware, Inc.
EXHIBIT 23.1

CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM


EISNERAMPER LLP

Iselin, NJ
February 27, 2014
EXHIBIT 31.1

CERTIFICATION REQUIRED BY RULE 13a-14(a) UNDER THE SECURITIES EXCHANGE ACT OF 1934

I, Leon Kopyt, certify that:

1. I have reviewed this annual report on Form 10-K of RCM Technologies, Inc. (the "registrant");

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant’s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   (c) Evaluated the effectiveness of the registrant’s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   (d) Disclosed in this annual report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter (the registrant’s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; and

5. The registrant’s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant’s auditors and the audit committee of the registrant’s board of directors (or persons performing the equivalent function):

   (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant’s ability to record, process, summarize and report financial information; and

   (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant’s internal control over financial reporting.

Date: February 27, 2014

/s/ Leon Kopyt
Leon Kopyt
Chairman, President, Chief Executive Officer and Director
EXHIBIT 31.2

CERTIFICATION REQUIRED BY
RULE 13a-14(a) UNDER THE SECURITIES EXCHANGE ACT OF 1934

1. Kevin D. Miller, certify that:

1. I have reviewed this annual report on Form 10-K of RCM Technologies, Inc. (the “registrant”);

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant’s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   (c) Evaluated the effectiveness of the registrant’s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   (d) Disclosed in this annual report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter (the registrant’s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; and

5. The registrant’s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant’s auditors and the audit committee of the registrant’s board of directors (or persons performing the equivalent function):

   (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant’s ability to record, process, summarize and report financial information; and

   (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant’s internal control over financial reporting.

Date: February 27, 2014

/s/ Kevin D. Miller
Kevin D. Miller
Chief Financial Officer, Treasurer and Secretary
EXHIBIT 32.1

CERTIFICATION PURSUANT TO
18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report on Form 10-K of RCM Technologies, Inc. (the “Company”) for the fiscal year ended December 28, 2013, as filed with the Securities and Exchange Commission on the date hereof (the “Report”), I, Leon Kopyt, President & Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. section 1350, as adopted pursuant to section 906 of the Sarbanes-Oxley Act of 2002, to my knowledge, that:

(1) The Report fully complies with the requirements of Section 13(a) of the Securities Exchange Act of 1934, as amended (15 U.S.C. section 78m (a)); and

(2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ Leon Kopyt
Leon Kopyt
Chairman, President, Chief Executive
Officer and Director
February 27, 2014

A signed original of this written statement required by Section 906 has been provided to RCM Technologies, Inc. and will be retained by RCM Technologies, Inc. and furnished to the Securities and Exchange Commission or its staff upon request.
EXHIBIT 32.2

CERTIFICATION PURSUANT TO
18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report on Form 10-K of RCM Technologies, Inc. (the “Company”) for the fiscal year ended December 28, 2013, as filed with the Securities and Exchange Commission on the date hereof (the “Report”), I, Kevin D. Miller, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. section 1350, as adopted pursuant to section 906 of the Sarbanes-Oxley Act of 2002, to my knowledge, that:

(1) The Report fully complies with the requirements of Section 13(a) of the Securities Exchange Act of 1934, as amended (15 U.S.C. section 78m (a)); and

(2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ Kevin D. Miller
Kevin D. Miller
Chief Financial Officer, Treasurer
and Secretary
February 27, 2014

A signed original of this written statement required by Section 906 has been provided to RCM Technologies, Inc. and will be retained by RCM Technologies, Inc. and furnished to the Securities and Exchange Commission or its staff upon request.
BID-RIGGING CERTIFICATION

I, Michael Sacks, a duly authorized agent of RCM Technologies (USA) Inc., do hereby certify that neither RCM Technologies (USA) Inc. nor any individual presently affiliated with RCM Technologies (USA) Inc. has been barred from bidding on a public contract as a result of a violation of either Section 33E-3 (bid-rigging) or Section 33E-4 (bid rotating) of the Illinois Criminal Code, contained in Chapter 750, Article 5 of the Illinois Compiled Statutes.

[Signature]
Authorized Agent
RCM Technologies (USA) Inc.
Contractor

Rev. 10-2013
ROCKFORD PUBLIC SCHOOLS

MINORITY, WOMEN and DISABLED-OWNED BUSINESS CONCERN REPRESENTATION

Minority-Owned Business: a minority-owned business concern means a business concern that: (1) is at least 51 percent unconditionally owned by one or more individuals who are considered to be a member of a minority group, or a publicly owned business having at least 51 percent of its stock unconditionally owned by one or more members of a minority group; and (2) has its management and daily business controlled and operated by one or more such individuals. Individuals who certify that they are members of minority groups (African Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans, and other minorities) are to be considered minority-owned enterprises.

Women-Owned Business: a business that is at least 51 percent owned by a woman or women who also control and operate it.

Disabled Owned Business: a business that is at least 51 percent owned by a person or persons with severe physical or mental disabilities which substantially limits one or more of the person’s major life activities and which person or persons control and operate such business.

“Control” in this referenced context means exercising the power to make policy decisions. “Operate” means being actively involved in the day-to-day management of the business.

The District shall rely on written representations of concerns regarding their status as minority/women/disabled-owned businesses. Offeror agrees to submit information regarding the minority ownership of its subcontractors on request of District.

COMPLETE THE SECTION BELOW AND RETURN THIS FORM WITH BID. FAILURE TO DO SO MAY RENDER THE OFFEROR’S BID UNACCEPTABLE.

A. Representation. The offeror represents that it is ( ) is not ( ) a minority-owned business concern.

B. Representation. The offeror represents that it is ( ) is not ( ) a women-owned business concern.

C. Representation. The offeror represents that it is ( ) is not ( ) a disabled-owned business concern.

Please Check Appropriate Box/Boxes

☐ African American (AFRAM) ☐ Caucasian (CAUC)
☐ Hispanic American (HISP) ☐ Asian-Pacific American (ASIAP)
□ Other ____________________________

☐ Native American (NAAM) ☐ Asian-Indian American (ASIAI)
☐ Woman Owned (W) ☐ Disabled Owned (D)

Please Identify:
The offeror has ☐ has not ☒ used the following procedures in searching for and obtaining suppliers and subcontractors:

☐ Place qualified small, minority, women, disabled-owned business enterprises on solicitation lists
☐ Ensure that small, minority, women, disabled-owned business enterprises are solicited whenever they are potential sources
☐ Consider contracting with consortia of small, minority, women, disabled-owned business enterprises when an intended contract is too large for any one such firm to handle on its own or, if economically feasible, divide larger requirements into smaller transactions for which such organizations might compete
☐ Make information on contracting opportunities available and establish delivery schedules that encourage participation by small, minority, women, disabled-owned business enterprises
☐ Use the services and assistance of the SBA and Department of Commerce Minority Business Development Agency, as appropriate.

Company Name: Pcm Technologies [Inc.]
Address: 575 8th Ave. 6th Fl
City: New York State: NY Zip: 10018
Phone #: 917 286 5150 Fax #: 917 286 5151 FEIN #: 22 2069477
Signature of Company Official: Senior Vice President
Date: 3/10/14

Rev. 10-2013
CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY, AND VOLUNTARY EXCLUSION LOWER TIER COVERED TRANSACTIONS

This certification is required by the regulations implementing Executive Orders 12549 and 12689, Debarment and Suspension, 2 CFR 417 Subpart C Responsibilities of Participants Regarding Transactions. The regulations were published in the May 25, 2010 Federal Register (pages 29183-29189). Copies of the regulations may be obtained by contacting the Illinois State Board of Education.

BEFORE COMPLETING CERTIFICATION, READ INSTRUCTIONS BELOW.

CERTIFICATION

The prospective lower tier participant certifies, by submission of this Certification, that:

(1) Neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency;
(2) It will provide immediate written notice to whom this Certification is submitted if at any time the prospective lower tier participant learns its certification was erroneous when submitted or has become erroneous by reason of changed circumstances;
(3) It shall not knowingly enter any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated;
(4) It will include the clause titled Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion—Lower Tier Covered Transactions, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions;
(5) The certifications herein are a material representation of fact upon which reliance was placed when this transaction was entered into; and
(6) Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this Certification.

[Signature]
Organization Name

Michael J. Sacks
Name of Authorized Representative

14-30 Nurse Staffing Coverage
PR/Award Number or Project Name

[Signature]
Senior Vice President
Title

3/10/14
Date

Instructions for Certification

1. By signing and submitting this Certification, the prospective lower tier participant is providing the certifications set out herein.
2. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue all available remedies, including suspension and/or debarment.
3. Except for transactions authorized under paragraph 3 above, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue all available remedies, including suspension and/or debarment.
4. The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded, as used herein, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549 and Executive Order 12689. You may contact the person to which this Certification is submitted for assistance in obtaining a copy of those regulations.
5. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the “GSA Excluded Parties List System” at http://epls.arnet.gov/.
6. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required herein. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

ISBE 85-34 (3/12)
OFAC Compliance

BID No.: 14-30

The undersigned hereby certifies and represents that products and/or services provided under any contract with the Rockford Public Schools resulting from this bid shall be in compliance with economic or trade sanctions or restrictions implemented by the United States government such as those administered by the Office of Foreign Assets Control ("OFAC") of the U.S. Department of the Treasury and shall not utilize or engage, for performance of any activities related to the products and/or services, any persons or entities that, (i) appear on OFAC's Specially Designated Nationals and Blocked Persons List ("SDN List"), as that list may be updated from time to time or any other similar list maintained by OFAC; (ii) are owned or controlled by any person or entities appearing on OFAC's SDN List, as that list may be updated from time to time or any other similar list maintained by OFAC; or (iii) are located in any country subject to U.S. economic or trade sanctions, such as those administered by OFAC.

RGM Technologies (USA) Inc.
Organization Name

Michael Soxs
Name of Authorized Representative

Senior Vice President
Title

Original Signature of Authorized Representative

3/10/14
Date

Rev, 03-2014
VENDOR CONFLICT OF INTEREST DISCLOSURE FORM

DISCLOSURE STATEMENT:
All businesses ("Vendors" or "Vendor" or "Vendor's") that wish to conduct business with the Rockford Public Schools "RPS" must complete this form. Please note that all contracts with RPS are subject to RPS Code of Ethics which prohibits RPS employees and Board of Education members from having certain relationships with persons or entities conducting (or proposing to conduct) business with RPS and which limits the acceptance of gifts from Vendors. The entire Board Member Conflict of Interest Board Policy 2.100 and Board Policy 5.120 may be viewed at http://www2.rps205.com/District/BOE/Pages/GP-200.aspx. The Code and its definitions are incorporated by reference into this Disclosure Form. If a Vendor has a disclosable relationship, the Vendor should assume the relationship may pose a conflict of interest until notified to the contrary in writing by a RPS administrative staff member authorized to confirm that a determination has been made that a conflict does not exist. A principle of the Code of Ethics is to ensure that relationships do not influence any official decision or judgment of RPS employees or Board of Education members. Accordingly, disclosure also should be made for any person connected with Vendor (e.g., officer, director, partner, shareholder, employee,) that is likely to: (i) materially contribute to Vendor's preparation, drafting, or presentation of a proposal or bid for services and/or supplies, (ii) materially contribute to Vendor's negotiation of a contract with RPS. or (iii) perform material services under a contract with RPS. Below, these persons are referred to as "Disclosable Persons."

CERTIFICATION:
I hereby certify that, except as disclosed below, to Vendor's knowledge, there is no conflict of interest involving the Vendor named below that would violate the RPS Code of Ethics, including that: (a) after inquiry, neither Vendor nor any Disclosable Person is involved or engaged in any private business venture or enterprise, directly or indirectly, with any RPS employee or Board of Education member or his or her family member; (b) no RPS employee or Board member or his or her family member owns or has a material personal financial interest (directly or indirectly) in Vendor or is engaged in a material personal business transaction with Vendor; and (c) no RPS employee or board of Education member or his or her family is employed by Vendor.

I further certify that neither the Vendor nor anyone acting on its behalf has requested that any RPS employee or RPS Board of Education member exert any influence to secure the award of this bid to the Vendor. Furthermore, no RPS Board of Education member, employee or agent has offered to influence to secure the award of this bid to the Vendor.

VENDOR INFORMATION:
Vendor Name: RCM Technologies (USA), Inc.
Vendor Address: 575 8th Ave. 6th Fl.
New York, NY 10018
Vendor Phone Number: 917-286-5150
Vendor Email: Andrew.Hay@rcmt.com
Vendor FEIN: 22-2069427
Rev. 03-2014
ROCKFORD PUBLIC SCHOOLS

VENDOR CONFLICT OF INTEREST DISCLOSURE FORM

DISCLOSURE STATEMENT: RCM Technologies (USA) Inc.

I BELIEVE THE VENDOR NAMED ABOVE DOES have a potential conflict(s) of interest with a current RPS employee(s), or RPS Board of Education member(s).

☐ YES, the above statement is true.

☑ NO, the above statement is NOT true.

If you checked "YES" above, please provide the following information:

List all the Name(s) of RPS employee(s), RPS Board of Education member(s), or RPS employees' or RPS Board of Education's family member(s) with whom there may be a conflict of interest:

1.  
2.  
3.  

Provide a brief description of the nature of the potential conflict(s) of interest:

SIGNATURE:
By my signature below, I certify that I am the Authorized Representative of the VENDOR named above and that all of the information provided above by signor is true and complete to the best of the signor's knowledge:

Michael Saks  
Print the Name of the Vendor's Authorized Representative

Senior Vice President
Print the Position Title of the Vendor’s Authorized Representative

3/10/14  
Date

Rev. 03-2014
CONFIDENTIAL
CERTIFIED CLEARED EMPLOYEE LIST

The undersigned, RCM Health Care Services, a vendor, supplier, professional services firm or contractor, hereby certifies under oath as follows:

1- a criminal history records check, a Statewide Sex Offender Database check and a Statewide Child Murderer and Violent Offender Against Youth Database check has been conducted for all employees as indicated by a check mark in the appropriate box in accordance with 105 ILCS 5/10-21.9 (the Act); and

2- that such employees have not been convicted of any of the enumerated criminal or drug offenses listed in the Act and their name does not appear on the noted Databases; and

3-the undersigned is an owner (if sole proprietor) or officer, member or partner of the undersigned authorized to execute this document binding the undersigned.

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<thead>
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<th>No.</th>
<th>Last Name</th>
<th>M.I.</th>
<th>First Name</th>
<th>SS # (last four)</th>
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<td></td>
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<td>Marjy</td>
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<td>Hammer</td>
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<td></td>
<td>Josephine</td>
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By: __________________________

This certificate Subscribed and Sworn to before me this 14th day of MARCH, 2014.

Notary Public

Commission Expires: 4/13/16

Robin Nicosia
Notary Public State of New Jersey
No. 2407471
Qualified in Gloucester County
Commission Expires April 13, 2016

Rev. 03-2014
HEALTHCARE PROVIDER

Healthcare Provider

JEAN DOUGLAS

This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

05-02-12  05-30-14
Issue Date  Recommended Renewal Date
State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO.
041.316903

EXPIRES
06/31/2014

REGISTERED
PROFESSIONAL NURSE

CAROL A CHAMBERS

The official status of this license can be verified at www.idpr.com

7155781
**SEARCH FOR LICENSE BY LICENSE NUMBER:**

**Profession is Nurse Registered, Professional**

You requested license number: 041-316903

<table>
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<tr>
<th>Licensee's Name</th>
<th>DBA/AKA</th>
<th>License Number</th>
<th>Status</th>
<th>City, State</th>
<th>Original Issue Date</th>
<th>Current Expiration Date</th>
<th>Ever Disciplined?</th>
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<tr>
<td>CAROL A CHAMBERS</td>
<td></td>
<td>041316903</td>
<td>ACTIVE</td>
<td>BELVIDERE, IL</td>
<td>08/30/1999</td>
<td>05/31/2014</td>
<td>N</td>
</tr>
</tbody>
</table>

**NEW FEATURE:** If the licensee has multiple licenses with the agency, "Multiple Licenses" will appear below the license number and information about their other licenses is available by clicking on the words "Multiple Licenses".

**PLEASE NOTE:** If the phrase "Chaperone Required" appears below the license status, the licensee can only practice with a chaperone present. You can click on the words "Chaperone Required" for more information.

If the "Ever Disciplined" column contains a "Y," there has been disciplinary action taken against this license. Click on the "Y" to view details of the disciplinary action. The Department regulates various professions and issues many licenses and registrations. As such it is possible that an individual could have a license in more than one profession. License Look-Up is limited to the specific profession you have inquired about. If you wish to view comprehensive reports in Adobe Acrobat format for disciplines that occurred after September 1996, click HERE. The Illinois Department of Professional Regulation publishes a monthly report detailing disciplinary action taken by the Department. Each Disciplinary Report is a listing of all licenses disciplined by the Department within a given month. The information includes the licensee's name, the discipline imposed and a brief description of the reason for the discipline. All Monthly Disciplinary Reports are accurate on the date of issuance or initial date of publication. However, disciplinary actions may be subject to further court orders that may stay, affirm, reverse, remand or otherwise after Department disciplinary orders. Please note that discipline which has been reversed by court order will not appear in this summary of discipline.

Click here for definitions of the different types of disciplinary actions the Department may impose.

Click here for license status definitions.

**NOTE:** This license look-up is accurate for the current license status, but due to computer conversions, the original issuance date may be in error. If the issuance date shown is 01/01/1997, this is a computer generated date, not the original issuance date. For original issuance dates, please contact the Department.
For further reference, the Department is now providing a personal customer identification “Contact Number” which you may use in lieu of your social security number or FEIN number when contacting the Department. Your number is: 3675507
<table>
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<th>Licensee's Name</th>
<th>DBA/AKA</th>
<th>License Number</th>
<th>Status</th>
<th>City, State</th>
<th>Issue Date</th>
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<td>DAWN M STEVENS</td>
<td></td>
<td>041399882</td>
<td>ACTIVE</td>
<td>BELVIDERE, IL</td>
<td>02/28/2012</td>
<td>05/31/2014</td>
<td>N</td>
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Express Access License Look-Up has been approved for use as a primary source for verification by The Joint Commission and the National Committee for Quality Assurance.

NEW FEATURE: If the licensee has multiple licenses with the agency, "Multiple Licensees" will appear below the license number and information about their other license is available by clicking on the words "Multiple Licensees".

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Dawn Stevens
This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

03-17-2012  03-2014
Issue Date  Recommended Renewal Date

HEALTHCARE PROVIDER
Training  CPR Associates, Inc.  15144
Center Name        (773) 973-6933

TC Info
2616 W. Peterson
Chicago, IL-60659  USA

Course Location  CPR Associates, Inc. IL 15144

Instructor Name  Norma Martinez
Inst. ID #  T0011263A

© 2011 American Heart Association  Tampering with this card will alter its appearance. 90-1801
SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-170501

Licensee's Name: DEBRA R SEIVERT
DBA/AKA: 
License License Number Status City, State Issue Date Expiry Ever Disciplined:
041170501 ACTIVE ROCKFORD, IL 11/01/1976 05/31/2014

Express Access License Look-Up has been approved for use as a primary source for verification by The Joint Commission and the National Committee for Quality Assurance.

NEW FEATURE: If the licensee has multiple licenses with the agency, "Multiple Licenses" will appear below the license number and information about their other licenses is available by clicking on the words "Multiple Licenses".

PLEASE NOTE: If the phrase "Chaperone Required" appears below the license status, the licensee can only practice with a chaperone present. You can click on the words "Chaperone Required" for more information.

If the "Ever Disciplined" column contains a "Y," there has been disciplinary action taken against this license. Click on the "Y" to view details of the disciplinary action. The Department regulates various professions and issues many licenses and registrations. As such it is possible that an individual could have a license in more than one profession. License Look-up is limited to the specific profession you have inquired about. If you wish to view comprehensive reports in Adobe Acrobat format for disciplines that occurred after September 1995, click here.

The Illinois Department of Professional Regulation publishes a monthly report detailing disciplinary action taken by the Department. Each Disciplinary Report is a listing of all licenses disciplined by the Department within a given month. The information includes the licensee's name, the discipline imposed and a brief description of the reason for the discipline. All Monthly Disciplinary Reports are accurate as of the date of issuance or initial date of publication. However, disciplinary actions may be subject to further court orders that may stay, affirm, reverse, remand or otherwise alter Department disciplinary orders. Please note that discipline which has been reversed by court order will not appear in this summary of discipline.

Click here for definitions of the different types of disciplinary actions the Department may impose.

Click here for license status definitions.

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<td>Nurse Registered, Professional</td>
<td>041349130</td>
<td>ACTIVE</td>
<td>09/26/2005</td>
<td>05/31/2014</td>
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</table>
ProTrainings hereby certifies that

DIANNE CROFT

has successfully completed Adult / Child / Infant CPR and AED Certification for Health Care Providers (BLS) following the National Cognitive Evaluation in accordance with the ProTrainings curriculum and the American Heart Association® guidelines

This Certification includes the following objectives and is consistent with national consensus 2010 ECC/ILCOR and American Heart Association® Guidelines.

- AED
- 2 Person CPR
- Bag Valve Mask
- Bleeding Control
- Adult, Child, Infant CPR (Health Care Provider)
- Choking, Conscious and Unconscious
- Shock Management
- Heart Attack and Stroke
- Breathing Emergency
- Universal Precautions

Date Issued: 06/08/2012  Renewal Date: 06/08/2014
Certificate Number: 133916197762

Instructor: ROY W. SHAW
State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 041.228324
EXPIRES 05/31/2014

REGISTERED PROFESSIONAL NURSE

LEANN M. DIPASQUALE

BRENT E. ADAMS
SECRETARY

JAY STEWART
DIRECTOR

The official status of this license can be verified at www.idpr.com

6830991
Healthcare Provider

American Heart Association

LEANN DIPASQUALE
This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

03-21-12  03-30-14
Issue Date  Recommended Renewal Date

Training Center Name  AeBn IL 05943  TC ID #
TC Info  LOVES PARK, IL 61111
Course Location  BHEI11c 815-978-7537
Instructor Name  DEBB WEBB 030600558701

Holder's Signature

© 2011 American Heart Association. Reproduction with this card will void its appearance. 10-10771
For further reference, the Department is now providing a personal customer identification “Contact Number” which you may use in lieu of your social security number or FEIN number when contacting the Department. Your number is: 3433455

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation
LICENSED
PRACTICAL NURSE

STACY HYDRICK

EXPIRES
01/31/2015

MANUEL FLORES
ACTING SECRETARY

JAY STEWART
DIRECTOR

The official status of this license can be verified at www.idfpr.com

7617604
State of Illinois

Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO.
041.283066

EXPIRES:
05/31/2014

REGISTERED
PROFESSIONAL NURSE

MARYL D STRATTON

BRENT E. ADAMS
SECRETARY

JAY STEWART
DIRECTOR

The official status of this license can be verified at www.idfpr.com
6798892
**8/28/2012  Illinois Division of Professional Regulation  8:39:53 AM**

**SEARCH FOR LICENSE BY LICENSE NUMBER:**
Profession is Nurse Registered, Professional

You requested license number: 041-283066

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<td>MARYL D STRATTON</td>
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<td>ROCKFORD, IL</td>
<td>08/11/1994</td>
<td>05/31/2014</td>
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HEALTHCARE PROVIDER

Healthcare Provider

STRAJTON MARYL

This card certifies that the above individual has successfully completed the cognitive and skill evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

02/11/2013

Recommended Renewal Date

02/2015
10/10/2013  Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-402108

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<td>07/09/2012</td>
<td>05/31/2014</td>
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LORRIE BOTHWELL
This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

06-19-2013 06-2015 Recommended Renewal Date

HEALTHCARE PROVIDER
American Heart Association

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 043.054228

EXPIRES: 01/31/2015

LICENCED PRACTICAL NURSE

LORRIE ANN BOTHWELL

MANUEL FLORES ACTING SECRETARY
JAY STEWART DIRECTOR

The official status of this license can be verified at www.idfpr.com 7781331
**Illinois Division of Professional Regulation**

**SEARCH FOR LICENSE BY LICENSE NUMBER:**
Profession is Nurse Practical, Licensed

You requested license number: 043-054228

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Page 1

State of Illinois

Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 0143114677
EXPIRY 01/31/2011

LICENSED
PRACTICAL NURSE

FELICIDAD ELEAZAR

Manual Flores, Acting Secretary

The official status of this license can be verified at www.idpr.com
7600289
**Illinois Division of Professional Regulation**

**SEARCH FOR LICENSE BY LICENSE NUMBER:**
Profession is Nurse Practical, Licensed

You requested license number: 043-114571

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https://www.idfpr.com/ licenselookup/printthispage.asp?&page=1&lic_nbr=043114571&ty... 3/20/2013
American AED/CPR Association

Certificate of Completion

This is to certify that Felicidad Eleazar has successfully completed the Healthcare Provider CPR Renewal course offered by the American AED/CPR Association.

Course Completion Date: 9/12/2012
Valid Through: 9/12/2014

Certificate #: 599535 - 177861

Classes are taught in accordance with the guidelines and must exceed the current ECC standards.

American AED/CPR Association

Healthcare Provider BLS
Felicidad Eleazar

Has successfully completed the Healthcare Provider BLS class given by the American AED/CPR Association covering Adult, Child, and Infant. It was taught in accordance with the Current ECC Guidelines.

9/12/2012 CPR AED 9/12/2014

Class Completion Date Renewal Date

Issued by American AED/CPR Association

Class Location American AED/CPR

Reviewing Instructor F. Morgan

Signature

For more information visit www.aedcpr.org

http://www.aedcpr.com/test/print_certificate.asp

9/11/2012
Your license 043086575 has been successfully renewed.

Your authorization number is 086993.

The total amount charged to your card was $61.50 which includes a convenience fee of $1.50.

You will receive your new license within a few days.

Please click here to return to the agency home page.

Please do not use the 'BACK' button or your credit card may be charged again.

Please print this page for your records.
9/3/2013

Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Practical, Licensed

You requested license number: 043-086575

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<td>PATRICIA L FRENCH</td>
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### American Heart Association

**Healthcare Provider**

- **Paul Brench**

This card certifies that the above individual has successfully completed the national cognitive and skills evaluation in accordance with the curriculum of the American Heart Association for the BLS for Healthcare Providers (CPR/AED) Program.

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<th>Training Center</th>
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<td>TC Address</td>
<td>AsBe</td>
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<td>Course Location</td>
<td>Vernon Park, Illinois (815) 977-9071</td>
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<td>Instructor</td>
<td>Laura Pedros RN</td>
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**Issue Date:** Aug-2013

**Recommended Renewal Date:** Aug-2015

© 2005 American Heart Association. Throwing with the consent of the association. 70-0916
### Illinois Division of Professional Regulation

**SEARCH FOR LICENSE BY LICENSE NUMBER:**
Profession is Nurse Registered, Professional

You requested license number: 041-259545

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Healthcare Provider

RENEA A. PROCTOR

This card certifies that the above individual has successfully completed the curricula of the American Heart Association Provider CPR and AED Program.

7-19-2013

7-31-2015

Recommended Renewal Date

Training Center Name: MRAHS Training Center

TG: Janesville, WI 53547 608-755-8182

Course Location: Mercy Health System

Instructor Name: Nancy Kreznor ID#908758

Holder’s Signature

©2011 American Heart Association
### Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-213396

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Page 1
Healthcare Provider

HELEN MAE LARKIN

This card certifies that the above individual has successfully completed the cognitive and skills evaluation in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

09/23/2012 09/2014

Training Center Name: SWEDISH AMERICAN # IL01867
TC Info: 4520 CHARLES STREET 815-489-6082
Course Location: ROCKTON FIRE

Instructor Name: MARY KSER # 508033336

Issuer Date: Recommended Renewal Date:

This card contains unique security features to protect against forgery.
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 041.183929

EXPIRES. 05/31/2014

REGISTERED
PROFESSIONAL NURSE

JUDITH MAE MARSH MCMURRAY

The official status of this license can be verified at www.idpr.com 7046761

For further reference, the Department is now providing a personal customer identification "Contact Number" which you may use in lieu of your social security number or FEIN number when contacting the Department. Your number is: 1627483

LICENSE NO. 041.183929

REGISTERED
PROFESSIONAL NURSE

JUDITH MAE MARSH MCMURRAY

EXPIRES 05/31/2014

The official status of this license can be verified at www.idpr.com 7046761

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Profession is Nurse Registered, Professional

You requested license number: 041-382000

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10/21/2013  Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-367629

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State of Illinois

Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 041-336335

EXPIRES: 05/31/2014

REGISTRED
PROFESSIONAL NURSE

LORRAINE D. STEELE

The official status of this license can be verified at www.idpr.com

6895324

Provider Healthcare

Healthcare Provider
12/4/2013

Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-336335

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<td>08/01/2003</td>
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State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO.
-041.388175

EXPIRES
05/31/2014

REGISTRATION
PROFESSIONAL NURSE

HEATHER SANDELL

For further reference, the Department is now providing a personal
customer identification “Contact Number” which you may use in
lieu of your social security number or FEIN number when
contacting the Department. Your number is: 3585054

Voided stamp

Contact Number: 3585054
5/21/2012  Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-388175

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9/24/2013 Information found on:
Linda Annette Staske, GERMAN VALLEY, IL

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Healthcare Provider

Kimberlee Simmons

This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.


Recommended Renewal Date

Department of Financial and Professional Regulation
Division of Professional Regulation

Kimberlee J Simmons

REGISTERED PROFESSIONAL NURSE

06/30/2014

6665445

Reg. No. 041,228,031

The official status of this license can be verified at www.lrenc.com

Secretary

Director
### Illinois Department of Financial & Professional Regulation

**3/1/2013 Information found on:**

**KIMBERLEE J SIMMERT, ROCKFORD, IL**

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3/1/2013
exp. 1-24-15
10/22/2013

Illinois Division of Professional Regulation

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Profession is Nurse Registered, Professional

You requested license number: 041-361549

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For further reference, the Department is now providing a personal customer identification "Contact Number" which you may use in lieu of your social security number or FEIN number when contacting the Department. Your number is: 1565798
TONI HAYES
This card certifies that the above individual has successfully
completed the cognitive and skills evaluations in accordance with
the curriculum of the American Heart Association BLS for Healthcare
Providers (CPR and AED) Program.
06-02-12
Jun-2014
Issue Date
Recommended Renewal Date

Training
Center Name: AcBn IL 05943
TC Info: Loves Park, Illinois (815) 877-0071
Course Location: BHE LLC (815) 978-7537
Instructor Name: Deb Webb Inst. ID #: 03660038201
Holder's Signature

© 2017 American Heart Association. Reproducing this card will alter its appearance. 90' x 180'
For further reference, the Department is now providing a personal customer identification "Contact Number" which you may use in lieu of your social security number or FEIN number when contacting the Department. Your number is: 1561253
Illinois Division of Professional Regulation

SEARCH FOR LICENSE BY LICENSE NUMBER:
Profession is Nurse Registered, Professional

You requested license number: 041-265095

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SEARCH FOR LICENSEE BY PROFESSION:
Nurse Practical, Licensed
THERE ARE 1 RECORDS WHOSE NAME CONTAINS: saxton

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Page 1
JOSEPHINE SAXTON

This card certifies that the above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association BLS for Healthcare Providers (CPR and AED) Program.

05/28/2013  05/2016
Issue Date  Recommended Renewal Date

HEALTHCARE PROVIDER

Training Center Name  SWEDISH AMERICAN A867
TC Info  ROCKFORD, IL 61108  815-489-6082
Course Location  JEFFERSON HIGH SCHOOL
Instructor Name  SARAH UPCHURCH #04060822279

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State of Illinois

Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 0412242200
EXPIRES 05/31/2014

REGISTERED PROFESSIONAL NURSE

JENNIFER A SMITH

The official status of this license can be verified at www.idph.com

6951745
**Illinois Division of Professional Regulation**

SEARCH FOR LICENSE BY LICENSE NUMBER: Profession is Nurse Registered, Professional

You requested license number: 041-242200

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3/14/2013

**Illinois Division of Professional Regulation**

**SEARCH FOR LICENSE BY LICENSE NUMBER:**
Profession is Nurse Registered, Professional

You requested license number: 041-137963

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**Illinois Division of Professional Regulation**

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Profession is Nurse Practical, Licensed

You requested license number: 043-041239

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American Heart Association
Learn and Live

Heartsaver® Pediatric First Aid
DENISE WILLIAMS

This card certifies that the above individual has successfully completed the objectives and skills evaluated in accordance with the curriculum of the American Heart Association for Heartsaver Pediatric First Aid Program.
Module Completed: A B C D E F
Issued Date: 11-29-2012
Recommended Renewal Date: 11-2014

HeartSolutions, Inc. 26080
Machesney Park, IL 61115

Course Location: HeartSolutions
Instructor: Susan Kindell

Holder's Signature:

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[INSERT NEXT RECORD INDICATOR HERE]