



5.22.25

Subject: Sole Source Justification for Know Your Talents (KYT) Services

To Whom It May Concern,

This letter is to formally request sole source approval for engaging **Know Your Talents (KYT)** for the provision of services utilizing **PDP ProScan and TeamScan assessments** and supporting proprietary materials and services.

KYT holds exclusive rights to the **PDP ProScan and TeamScan** tools in Arizona, as well as the associated training and support materials, which are integral to the deliverables of the requested services. These materials are proprietary to KYT and cannot be sourced from another vendor. The combination of these tools with KYT's unique expertise in interpreting the results and integrating them into tailored leadership development and organizational strategies makes KYT the only viable provider for this engagement.

Specifically, KYT's deliverables include the exclusive use of:

- **PDP ProScan**, a behavioral assessment tool that helps organizations understand individual strengths, motivations, and work styles.
- **TeamScan**, which complements ProScan by assessing team dynamics and identifying areas for growth and collaboration.
- Proprietary materials and methodologies designed by KYT that leverage these assessments to drive measurable improvement in team performance, leadership development, and talent alignment.

Due to the proprietary nature of these tools and the exclusive licensing held by KYT, no alternative source can provide these critical components of the requested services.

We respectfully request approval to engage KYT as a sole source provider for these services.

Thank you for your consideration and if you need any further information, please contact Kristy Bach at 602.300.8169.

With gratitude,

Kristy Bach

President, Know Your Talents